



ANNUAL REPORT  
**2019-20**

Corporate Social Responsibility







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**Shri Shadi Lal Minda**  
(1930-2010)



# Our Guiding Force

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Shri S.L. Minda, the founder of the Minda Group, imbibed the ethos of integrity, care, respect and giving back to the society in the Spark Minda family. He spent his life trying to give back to the most marginalized and those in need. He established the Moga Devi Minda Charitable Trust in 2001, under which a children's home was first set up. That remains to be the first stepping stone of Spark Minda's community development initiatives.

Spark Minda Foundation's efforts over the years have been an attempt to carry forward his legacy and humanitarian values.

**FIVE PILLARS OF HIS LIFE-DISCIPLINE, DEDICATION, DETERMINATION, DEVOTION AND DESIRE.**

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# Organizational Profile



## About Spark Minda

Spark Minda Group is one of the leading manufacturers of automotive components for the OEMs with Headquarters in India, Gurgaon- near to New Delhi. The Group was founded in 1958 by Late Shri. S.L. Minda and today it has over 60 years of legacy as an automotive component manufacturing company. The group is one of the leading manufacturers of automotive components under these four Categories – Mechatronics, Information & Connected Systems, Plastics & Interiors, and Aftermarket. The Group caters to major two, four-wheeler, commercial, Tractor and off-road vehicles manufacturer in India and Overseas market including Europe, US, CIS & ASEAN countries with 34 state of the art manufacturing plants.



## Foundation

### About SMF

The Group has a legacy of Community Development for several decades. Spark Minda undertook various Community Development since its inception under its several manufacturing units.

To amalgamate the group's CSR under a single umbrella, Spark Minda Foundation was formed in 2014. Spark Minda Foundation (SMF) was incorporated under Section 8 of the companies Act and is the CSR wing for the Group Companies to undertake CSR activities. The main aim of SMF is to work for community development by catering education, women empowerment, facilitation of healthcare, upliftment of people with disabilities and to sustain the environment.

SMF is a 100% subsidiary of the mother company, Minda Corporation Limited, which is listed at BSE and NSE.

# Chairperson's Message

As we step into the next decade, we have to remind ourselves of the journey we have travelled. In this growing economy, where companies are preoccupied on achieving targets and increasing their bottom line, there are certain social responsibilities that one should recognize. The upliftment of the lesser privileged, empowering the Persons with disability of the society, progressing towards a sustainable environment and educating the future generation of our nation, these are a few pillars which need to be focused upon building a vibrant society. Corporate social responsibility is one of the roads which will help us to create an educated, sustainable and developed India.

Under the CSR umbrella, Spark Minda Foundation has rigorously worked to cover several of UNDP's Sustainable Development Goals. Twelve of these goals are supplemented by our various operational projects in the states of Tamil Nadu, Maharashtra, Uttar Pradesh, Haryana and Uttarakhand. These include education and livelihood programmes, community development projects, women healthcare and empowerment, empowering persons with disability programmes as well as a unique initiative with the Prison Authorities of India. All of the mentioned programmes and projects are undertaken, planned and executed by a highly skilled team of Spark Minda Foundation.

During this financial year, our projects focused on empowering the most marginalized communities. This was done by either providing our beneficiaries with employment assistance and facilitation or by imparting entrepreneurial skills. Sustenance is of utmost importance. Ergo, we strive for it. Through our projects we aim to ensure that they are skilled and are able to sustain themselves.

Community Development has been an integral part of Spark Minda Group. With the construction of sanitation facilities, solar panels, RO availability and smart classes in the rural areas; we are doing our bit in ensuring the welfare and development of the less privileged sections of society. Along with this, we also focus on the importance of having a healthy family and hence a healthy community.

Moreover, to build further on our Socio-Industrial relationships, we have developed a one of its kind, "Prison Project", which works on a Public-Private-Partnership model. This model is now functional in 4 prisons across India. This model not only helps the inmates to earn wages, but it also helps them to acquire skills which can be reused, once they are integrated into society.

Innovation in repetition is the key to getting things done every year with the same enthusiasm, with the same feel and with the same energy. Till date, we have aided around 8000 people in our mission to help the Persons with Disability society. We believe that empowerment of an "Individual" is the foundation stone for the future sustainability of our society. We hope to reach more people in the coming year.

We strongly believe the corporate social responsibility should not be limited to community and societal interventions. Change begins at home and we have made great strides to reduce our carbon footprint and be a "Responsible Business". Through the continued support of our manufacturing facilities, Our Foundation has made headway in the sustainability domain, by focusing upon the principles of reducing, reusing and recycling the products and materials wherever it is possible. Through several of our sustainability initiatives, including paperless drives, slowly transitioning to solar energy, recycling water and plantation of trees we aim to incorporate sustainability in our business practices.

At Spark Minda Group, doing good for the community is a value that is imbibed by everyone and that is what makes the initiatives endearing to all the stakeholders. We are always trying to provide help where it is needed the most. Proper surveys and assessments lay the base for all our operations and work. We are striving each day to do good for the community we live in. Hence, fruitful partnerships and collaborations are always embraced by the foundation.

Spark Minda Foundation strives to be more engaging, fruitful and empowering for the communities that we work for and reach new milestones in the coming year.

**Sarika Minda**





“

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”

# GCEO & Chairman's Message

At the Spark Minda Group, we believe it is our ethical and humanitarian responsibility to give back to the society. We practice the triple bottom line approach- People, Planet & Profit. Our CSR initiatives belong to a gamut from pure philanthropy to environment sustainability for the active pursuits of shared value.

To make a change in the world and impact people's lives through our work is our social, moral and ethical responsibility. We understand that sustainable change requires resolution and strategic use of resources. Any transformational change requires creating a morally conscious society and empowerment through sustainable initiatives. We believe that our business possesses great strength and has the ability to make a larger impact on society.

These values and ideologies drive our sustainability initiatives that focus on environment sustainability, education, gender equality, capacity building and health. As we are utilizing manpower and resources from Mother Earth, then it is our sole responsibility to give it back to the community and nature. Social responsibility has been our policy since inception and it is completely value-driven. This policy is implemented through medium and long-term projects.

We have several interventions at more than 20 locations, to support the social welfare of the workers and the community. Our CSR actionable is committed both at ground and business level so that we can serve community members to the best of our capabilities.

**Ashok Minda**



**Creating a good business  
and building a better world  
are compatible goals and  
indispensable components for  
long term success.**





“

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”

# Our Vision, Mission and Values



## Our Vision

To build a sustainable society through improving the quality of life; protect the planet through affirmative actions and establish integrated and inclusive growth of people and environment.

## Our Mission

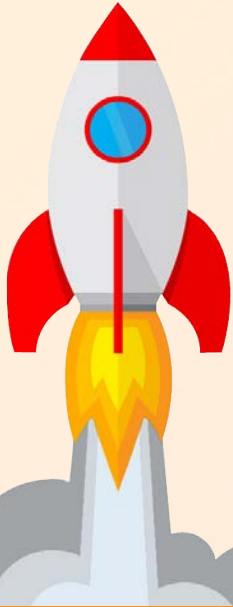
To provide access of education to less privileged section of society.

To empower the youth through providing skillset and make them employable.

To facilitate healthcare services to people for their basic survival.

To provide access of minimum infrastructure facility to the society.

To protect the environment and resources for sustainable future.



## Our Values



### Equity and Equality

Not everyone is born with the same access to resources. It is our social and moral duty to promote equity and equality in society by treating every individual with the same respect and providing special support to those who need it.



### Ethics and Transparency

To be always ethical in all our business practices and endeavours and be transparent and responsible in our work.



### Protect and Care

To protect and care for our society, environment and employees to our utmost capacity.



### Respect and Empower

Every individual in society deserves to be treated with dignity and respect. Nobody is less or more than the other. Everyone deserves to grow into their best version but not everyone has the access to resources and knowledge to reach their full potential. To empower people with information at our disposal and trainings and making resources accessible to those deprived of them.

# Our Journey

**1982**

Estab.-Moga Devi  
Minda Chartiabe Trust

**2001**

Minda Bal Gram

**2007**

S L Minda Seva Kendra

**2013**

Skill Centre,  
Uttar Pradesh

**2010**

Moga Devi Minda  
Memorial School

**2014**

- SMF registered as a Section 8 Company
- Skill Centre-Maharashtra Uttarakhand & Tamil Nadu
- School Infrastructure Project, Uttarakhand
- Environment & Resource Protection Programmes
- Blood Donation Drives
- Prison Project-Tihar, New Delhi

**2017**

- Disability Camp, Uttar Pradesh
- Industrial Tailoring Project, Uttar Pradesh
- Solar Plant Installation - Tamil Nadu

**2015**

- Disability Camp, Indonesia
- Prison Project-Yerwada, Maharashtra
- School Infrastructure Project, Maharashtra

**2018**

- Saksham Divyang Empowerment Centre, Maharashtra
- Dual System of Training Programme, Uttar Pradesh
- Disability Camp-J&K Vietnam
- Prison Project (Female) - Yerwada, Maharashtra

**2016**

- Disability Camp, Uttar Pradesh
- Healthcare & Women Empowerment Projects
- S L Minda Memorial Hospital
- Community Development Projects, Tamil Nadu
- Prison Project-Aurangabad, Maharashtra
- Prison Project-Nagpur, Maharashtra

**2019**

Tamil Nadu

- Disability Camp, Maharashtra
- Skill Centre, Haryana
- Industrial Tailoring Project, Haryana
- Sanitary Napkin Vending machine Project
- Smart Class Installation-Tamil Nadu

**SPARK MINDA**  
Foundation



# Our Approach





# United Nation's Sustainable Development Goals at Spark Minda Foundation

In January 2016, United Nation launched its sustainable development goals, drafted as a universal call for action to combat pressing concerns in the world today. These goals do not only require support from implementing agencies, but "Achieving the SDGs requires the partnership of governments, private sector, civil society and citizens alike to make sure we leave a better planet for future generations" (UNDP, 2016).

We have designed our CSR strategy to address some of these global concerns in the Indian context. Every country has its own unique set of people, culture, beliefs, issues and behaviour. It

is important to tailor our work in a manner that it reaches those who need it most and in a manner that is suitable to them.

India is a rapidly growing country; in the past few decades we have seen population spurge. The growth in population brings about its issues, such as, lack of infrastructure to provide quality healthcare and education to all citizens. The burden on the environment with the rise of industrialisation has also been a cause of growing concern. The role of women in this ever-changing but still deeply patriarchal society is of great consequence as well.



# How do our interventions align with the Global Sustainability Goals?

- Renewable Energy
- Tree Plantation
- Paper Saving
- Water Conservation



- Aakarshan Skill Development Programme.
- Dual System of Training Programme.
- Business Integrated Prison Project.



- Saksham - Empowerment of Persons with Disabilities.



- Women Empowerment Programme
- Eye Healthcare Camps
- Blood Donation Camps



# EDUCATION & LIVELIHOOD



# Education Programme

## AAKARSHAN

Spark Minda Foundation's "Aakarshan" – like its name, has attracted many young people towards the project and it is creating a huge impact on the community. It is the flagship programme of Spark Minda Foundation. Its journey began in 2013, supplementing the "Skill India Mission" of the Government of India. This path-breaking initiative provides quality education and skill to underprivileged children and youth with a special focus on the women community in rural India.

Skill development is a powerful tool to empower people and improves their social acceptance. It is complemented by good economic growth and enhances employability, which also mitigates poverty, utilizes demographic dividend, socio-economic empowerment of underprivileged sectors, achieve economic growth, reduces social challenges, and economic inclusion. Therefore, at Aakarshan, skill-based learning is provided, which focuses on increasing employability through a series of up-gradation to equip students with

appropriate hands-on training which helps them to be job-ready.

Also, our Core focus is on job role-based skills leading to comprehensive specialization, thus increasing the efficacy of the candidate. "Aakarshan" word was conceived by the Group CSR Committee. The philosophy was to have a center in a rural setup, which attracts villagers, where they can come and learn practical knowledge to get employment. The programme aims to deliver transformative skill education to people so that they become educated, responsible, and self-reliant citizens with a deep sense of commitment to their society. Both in-class as well as out of classroom activities are given equal importance so that students learn for life and from life; thereby instilling in them the right values, attitudes, life-skills, and confidence. Parents, community, and like-minded organizations are active stakeholders in Aakarshan and all the Aakarshan centers uphold this way of functioning.





# आकर्षण



# AAKARSHAN

## Locations



We have 6 Aakarshan Skill Development Centers across the country which are serving for the community. With proper need assessments and baseline survey, these villages are being selected based on the log frame analysis of quantitative and qualitative outcomes.

They are situated at Kuleshara Village of Greater Noida- Uttar Pradesh; Donde and Khed Village, Pune- Maharashtra; Vengadu Village of Chennai- Tamil Nadu; Transit Camp Slum and Saraswati Shishu Mandir School of Rudrapur, Uttarakhand and Bhondsi village-Haryana.



# Courses Offered

At Aakarshan Skill development centers, we offered courses such as Basic Computer, Tally Pro, Spoken English, Cutting & Tailoring, Beauty Wellness and Industrial Tailoring. Till date, Aakarshan Skill Development Programme has reached to 7439 people. Whereas, in FY 19-20 this programme has reached to 2034 people.

## Basic Computer

It is rightly said by Stephen Hawking, “Whether you want to uncover the secret of the universe, or you want to pursue a career in the 21st century, a Basic computer is an essential skill to learn” and in the growing digital world it is the first step towards growth and success. In our Aakarshan centers, Students undergo a 6-month course programme in Basic Computer and get practical and theoretical training which helps them to learn and get a source of employment. Under our Basic Computer Course, learners are trained on Microsoft- Computer fundamentals, Word, Excel, PowerPoint, Internet- Email and Basic hardware, etc.



“I was a very Introvert person, I never liked talking with people more, because of my physical impairment. I had completed my basic education and to enhance my skills more I joined a basic computer course at Aakarshan, which came out well as it changed my life. Apart from learning the course, I learnt many different skills here like personality development, confidence building, etc., as well as I got a chance to interact with people. I am glad that I joined a basic computer course here. Also, I look forward to join other courses as well”

– Balveer Kaur (Aakarshan Uttarakhand)



Tally Pro

We at Spark Minda foundation believe not to decrease the goal, but to increase the effort and with this belief to help the students in the community to learn the most critical skills that corporate finance departments and accounting firms need.

We started a 3-month Tally Pro course programme. This programme is designed especially for the youth in collaboration with NIIT Foundation and Tally.

In this training, learners are professionally trained on Tally Fundamental, Manual Accounting, Computerized Accounting, Cost center, Cost category, Inventory, Taxation, Basics of GST, Applications areas of GST and its types. The main aim of the program is to help students get employment.

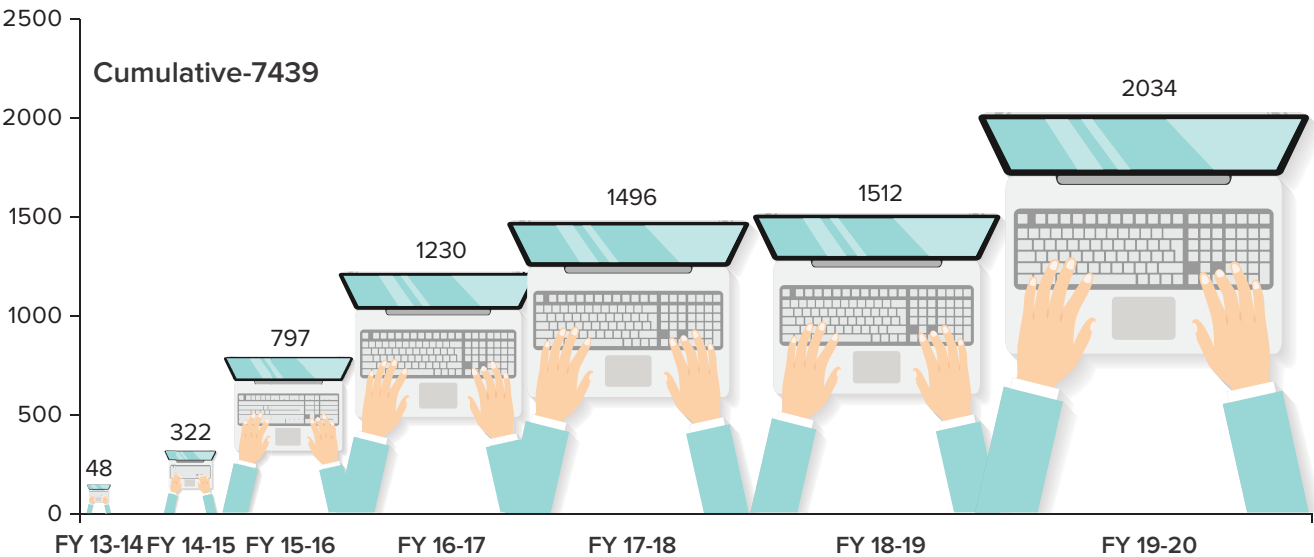


“I was an accounts teacher in a school and wanted to switch the job but because of some reasons I was not able to crack the interview in many places and firms. So I decided to upgrade my knowledge and as Certification of Tally was available at Aakarshan, I enrolled in the course and after completing it, I immediately got a new job with good pay at Navchaitnya Junior college, Khed, Pune. I am happy that, I opted for Tally Pro course at Aakarshan.”

– Machindra Kute (Aakarshan, Maharashtra)



NUMBER OF LEARNERS YEAR WISE







## Spoken English

The knowledge of a Language is the Doorway to wisdom and English is the widely spoken language in the world. No matter how popular English may have become but it still is an alien language in a lot of parts of India. The main hurdle for the rural youth is to connect with the mainstream because they lack the knowledge of English language. To overcome this hurdle, SMF started a 6-month Spoken English Training Programme in Aakarshan Centers. This helps the children and the youth to learn it easily and effectively. The joy of looking at your child knowing and speaking English becomes a pride of the family and inspires fellow youth also.

Considering the same we have also collaborated and started a partnership program with Times of India under the “Teach India Program” where



students are provided with employment after 72 days of training in spoken English.



“I am a Social worker and run an NGO named Pallavi Sanstha. I got in contact with Spark Minda Foundation for mobilization for community development and health programme like menstrual hygiene, Eye camps, etc. I am working for the empowerment of women. In my course of work, I faced difficulties to interact with corporate in English. So to overcome this, I joined a spoken English course at Aakarshan center and now after completing the course, I am happy to interact with people easily in English.”

– Surekha Kad (Aakarshan, Maharashtra)



## Beauty Wellness

Empowered women are powerful beyond measures and with a belief that behind every successful women, is a tribe of successful women who have her back. We started a 4-months Beauty wellness Training course programme for women, trained by the women, in Basic and Advanced Make-up, hair Styling, Mehendi Designing and Advance Machines Usage for treatments like dandruff, pimple acne, pigmentation etc. so that they can take a step towards self-grooming along with becoming independent by taking up jobs in Beauty Parlors or salons or opening their own Beauty Parlors. Other than these basic training, learners are also given hands-on training and knowledge of various therapies. Women are also given exposure for setting up their own enterprise,



expert lectures and internships at different salons.





"I am 19 year old and I belong to a very traditional family. I was not allowed to go out for studying but when I heard about the Aakarshan center and courses offered there, I was very keen to learn. But my parents were planning for my marriage. Yet I convinced my parents and enrolled for the course. Now I am pleased that I learned many things and got a Job at Gamma Beauty Salon and I am earning well, due to which my family got impressed and postponed my marriage plan at an early stage. I am very thankful to Aakarshan and Spark Minda Foundation"

– Sakshi Kumari (Aakarshan, Uttar Pradesh)



## Cutting and tailoring

A woman is a full circle. Within her is the power to create, nurture, and transform. To enhance the power of women through their empowerment we thought of starting a Basic Cutting and Tailoring training course of 6 months, through which these women can be self-reliant and financially independent, and they can either start up

something of their own or take-up a job just by learning the course. A 3-month advanced cutting and tailoring course was also introduced after seeking the demand of the community. The course has received a tremendous response and we have almost 80% of entrepreneurs from this programme.



"I have completed my 10th std, but due to my financial conditions, I could not study further. I wanted to support my family financially, so I joined cutting tailoring course at Aakarshan. This course has helped me a lot. Now I am proud to be an entrepreneur and I also support my family. "

– S. Neela (Aakarshan, Tamil Nadu)



## Industrial Tailoring

We all know that there is no force equal to a woman when she is determined to rise. This programme intends to empower women through imparting them industrial skill set, which is needed in export or apparel houses.

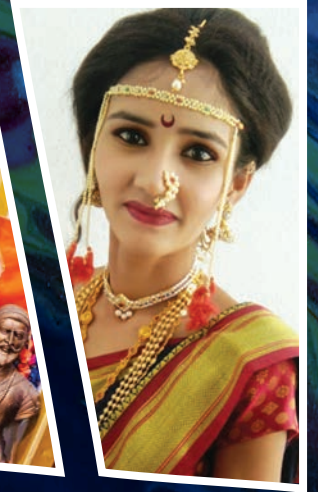
After training them for 45 days, a job is provided to them. This programme runs in collaboration with Shahi Exports, wherein training and employment is provided to them by Shahi Exports, while mobilization and administration is the responsibility of Spark Minda Foundation.



“I am a married girl from the village of Bhondsi who struggled to convince her parents to send her to school for studies. I could not complete my studies after 8th class as I was not allowed to go out to find jobs or to do any other vocational training because it was expensive. So, I stayed at home for 3 years, taking care of my five younger siblings and helping my mother in chores. When Aakarshan center opened in my locality and many girls around my house started getting jobs after completing their courses from the center. Although it was hard, I convinced my parents to allow me to attend the training. During the training I brought my parents to the center, once they heard the success stories; they interacted with the trainers who convinced them to let me work. I got my job in an export house in Bhondsi, which is nearby my place. Now I am the highest-earning member in my entire family and dream for a better future for my siblings and I thank Aakarshan for it.”

– Samaila (Aakarshan, Haryana)







# Salient Features of Aakarshan Programme

## Salient Features of AAKARSHAN



### TOT (Training of Trainers)

Trainers are given exposure to undertake new initiative, acquire skill, build perspective, take on responsibilities and set benchmarks

- ▶ Career Counseling
- ▶ Guest lecture
- ▶ Exposure visit
- ▶ Quiz competition
- ▶ Talent Show
- ▶ Outdoor games
- ▶ Art and Craft
- ▶ Pace module
- ▶ Government school interface
- ▶ Internship of beauty culture



### Students' Empowerment

Classroom teaching at Aakarshan is accompanied with several co-curricular activities and visits that stimulate the intellectual, emotional, social, moral, cultural and aesthetic deferment of the students.



# Glimpses of Students' Empowerment Activities



Art and Craft



Art and Craft



Career counselling



Exposure Visits



Exposure Visits



Exposure Visits





First Aid Training



Guest Lecture



Internships



Internships



Quiz competition



Family Planning Awareness



# Aakarshan Skill Development Center





Uttar Pradesh

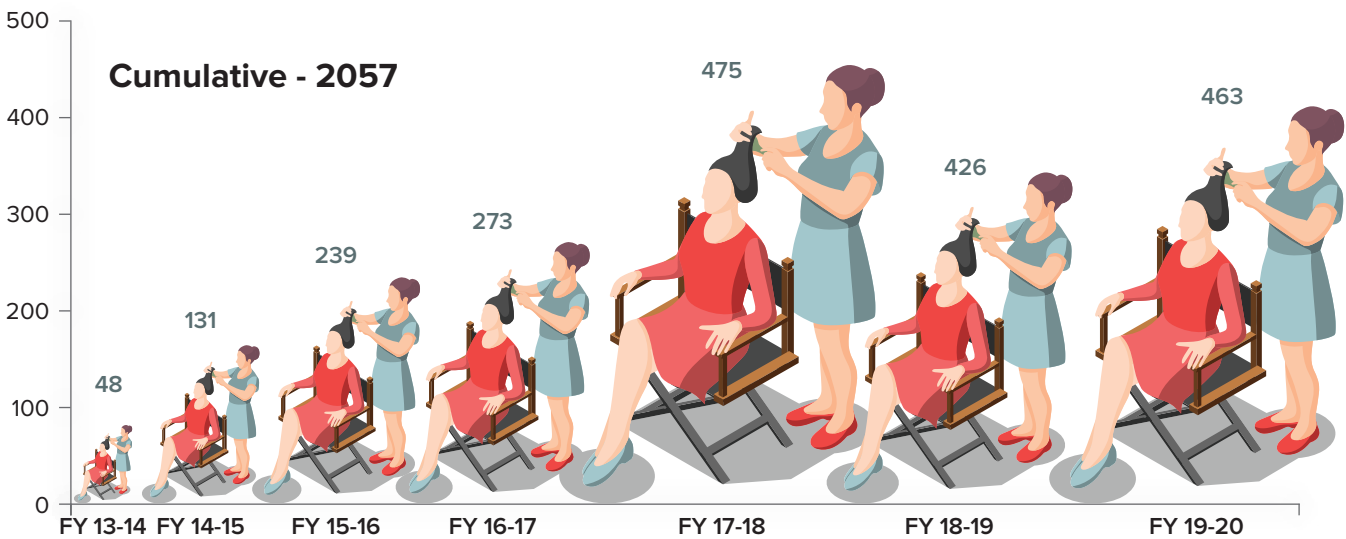
This Aakarshan Vocational Training Center was established in 2013 at Kuleshra Village of Greater Noida- Uttar Pradesh. Kuleshra village mainly consists of migrant populations from different parts of Bihar & U.P. having most of the population less literate, thus this village was chosen for the project implementation. In Greater Noida (GN), training over Basic Computer, Spoken English, Cutting Tailoring, and Beauty wellness is imparted to the children, youth, and women of Kuleshra and other nearby villages.

Also in 2017, we have started the Industrial Tailoring Programme for women in collaboration

with Shahi Exports. This considers the dearth of skilled manpower in apparel export houses in India. This program imparts 45-days training to aspiring women on industrial tailoring trade. Just after completion of 45-days, they are sent to Shahi exports for “On-the-Job Training” and thereafter get employment as grade A, B or C in the factory. Till date, this program has successfully placed 517 women with job offers at Shahi exports.

In FY 19-20, 463 learners were trained from Aakarshan Vocational Training Center - GN. Whereas, till date, it has imparted training to 2055 people.

NUMBER OF LEARNERS IN AAKARSHAN UTTAR PRADESH (YTD)









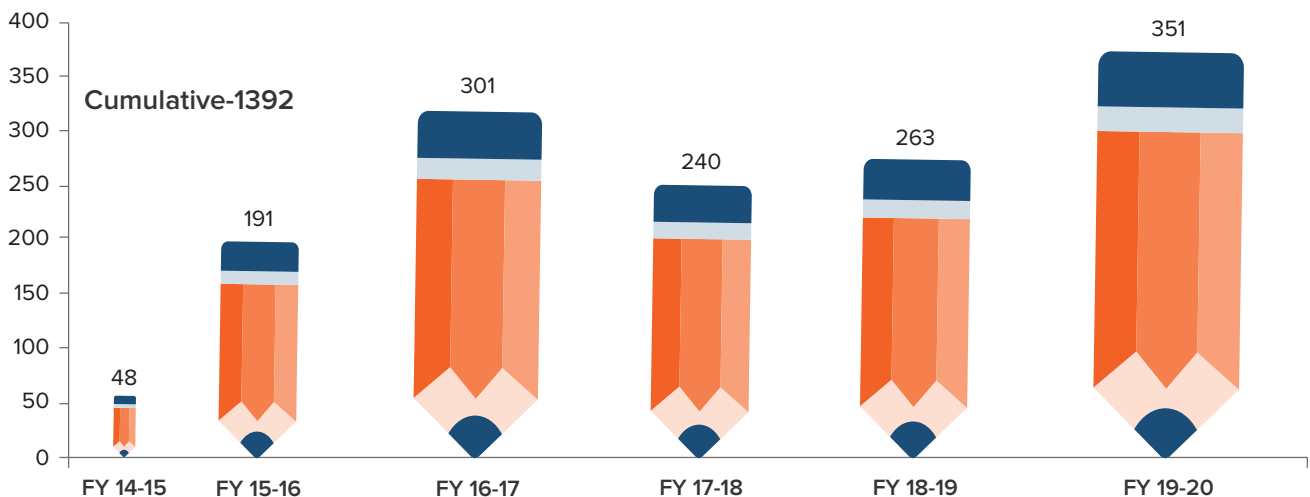
# Aakarshan Skill Development Center

## Maharashtra

In Maharashtra, the first center was established in 2014 at Donda Village, Pune (PU). The center was started with Basic Computer Course and then was enhanced with Courses like Tally, Spoken English, and Beauty wellness. Now in FY 19-20, we have extended the center to Khed, Rajgurunagar Pune (PU) where apart from these courses Cutting and Tailoring has also been added. The population of this location mainly consists of a tribal community, who do not have any access to Skill Training

program in that area. During our need assessment Exercise, it was found that the aspiring learners from the Village have to travel approximately 20 km to get these kinds of training. Despite having employment opportunities, the youth and women were unaware due to a lack of guidance and training. With the establishment of the center more opportunities were opened for the youth. In FY 19-20, 351 were benefitted from Aakarshan Pune. Whereas, till date, it has benefitted 1392 people

**NUMBER OF LEARNERS IN AAKARSHAN MAHARASHTRA (YTD)**



Aarti Patole completed her Post graduation in Agriculture science and was looking for a job but always faced disappointment in the interviews. Then she thought of completing a spoken English course in Aakarshan center with tally and it benefitted her. The faculty here cleared her stage fear and helped her in boosting confidence. Now she is working as a researcher in “ICAR Directorate of Onion and Garlic Research Center, Rajugurunagar Pune” and she gives the credit to Aakarshan Centre and Spark Minda Foundation.







AAKARSHAN VOCATIONAL TRAINING CENTER RAJGURUNAGAR BATCH 2019-20



# Aakarshan Skill Development Center

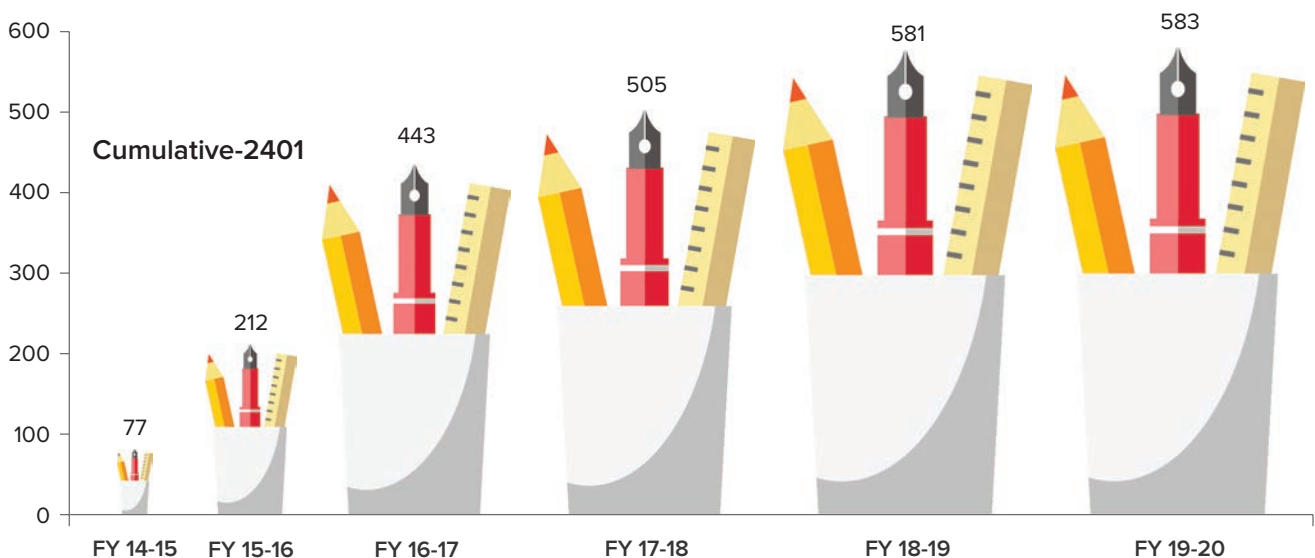
## Uttarakhand

We have two skill development centers in Uttarakhand. The first center was established in 2014 at Balika Vidya Mandir Junior High School-Jagatpura, Pantnagar, Uttarakhand. The second center was started on 1st September 2015 at the biggest slum of Rudrapur, Uttarakhand called transit camp considering the need and urge of children and youth in the slum to learn and grow in their lives. These centers run in close

association with Govt. School and impart training over Basic Computer, Spoken English and Cutting & Tailoring to the students of the schools, girls of Vanvasichhatravas and youth from the surrounding slum.

In FY 19-20, 583 learners graduated from Aakarshan Uttarakhand. Whereas, till date both the centers have benefitted 2401 people.

**NUMBER OF LEARNERS IN AAKARSHAN UTTRAKHAND (YTD)**



Anju Jha started her career as a government teacher and continued to teach for 5 years till her pregnancy, but later she quit her job. The initial years of her motherhood used to keep her completely occupied. Now when her kid has grown up, she has managed to carve out some time for herself. After searching around and getting good feedbacks she thought of joining Aakarshan Center. For the last 6 months, she has been traveling for around 8 km to reach Aakarshan center and has managed her family as well. She has completed both basic and advanced courses in Cutting & Tailoring and it's been an enriching and fruitful journey for her. From January 2020 onwards she has been successfully running a Boutique in her home and is also managing her family. Now it's been around 10 years since her pregnancy and Aakarshan Center has helped her become self-dependent once again. Her life has transformed from a homemaker to an entrepreneur.





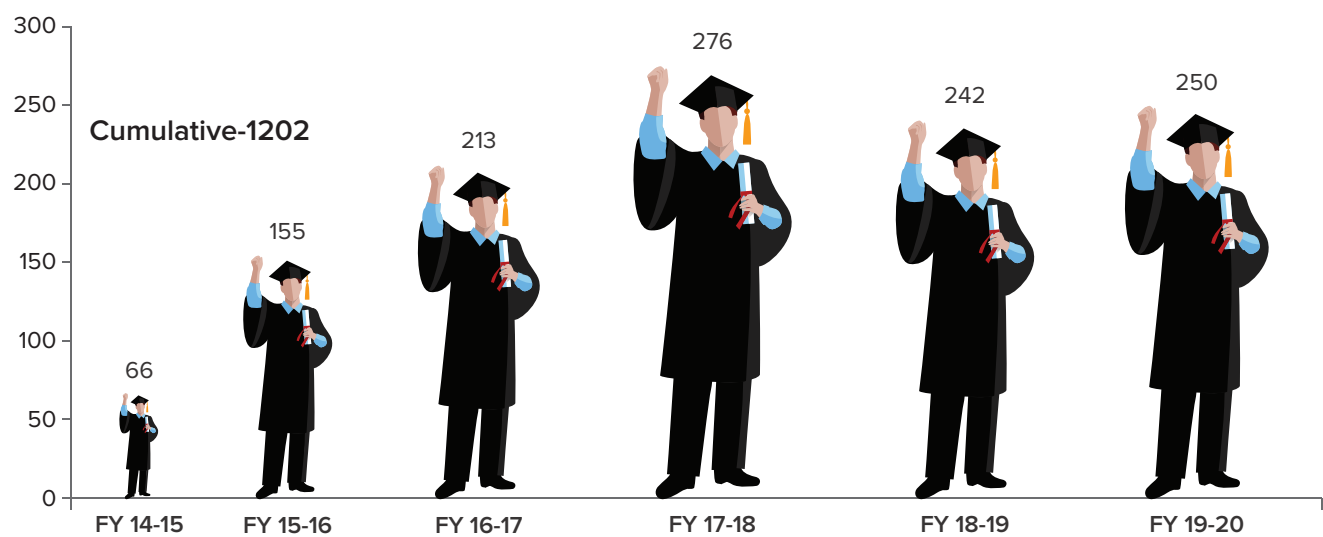
# Aakarshan Skill Development Center

## Tamil Nadu

The Aakarshan Center in Tamil Nadu is located in the Vengadu village of Pillaipakkam. Pillaipakkam is one of the interiormost villages of the Kanchipuram district in Tamil Nadu. People here, hardly have any access to computers or modes to learn English, which makes it difficult for them to get a job. Considering these factors and the results of the need assessment survey

conducted, Spark Minda Foundation established a Skill Development Centre in Vengadu village in the year 2014. The center provides training in Digital Literacy, Tally, Spoken English and Cutting & Tailoring. In the FY 2019-20, 250 students were benefitted from the Skill Development Center. Till date, 1202 learners have upskilled themselves from the Aakarshan center in Chennai, Tamil Nadu.

NUMBER OF LEARNERS IN AAKARSHAN TAMIL NADU (YTD)



Namasivayam was shy and lacked confidence. He wanted to work and earn a livelihood, but due to a lack of confidence, he could not achieve his goal. One day, his brother told him about Aakarshan Center, which excited him and he joined the Basic Computer course at Aakarshan. At Aakarshan, he learnt many things along with the subject knowledge. This helped him gain confidence and motivated him. He was happy with the knowledge gained and was confident enough to start working. He is now placed at Minda Corporation Ltd. and is very thankful to the trainer here.







# Aakarshan Skill Development Center

## Haryana

This programme was inaugurated in February, 2019 at Bhondsi Panchayat of Gurugram, Haryana. Like any other center, this is also established in the Panchayat building and has a vision for the multi-partnership programme. Currently, this center provides :

- ▶ Training over Spoken English with Times of India.
- ▶ Industrial Training with Shahi Exports.
- ▶ Training on Basic Computer and Tally with NIIT Foundation.
- ▶ Training on Beauty Wellness with internships at various institutes.

In FY 19-20, 388 students were benefitted at Aakarshan Center, Haryana, and through its Industrial Training Programme, it has successfully placed 120 women at Shahi Exports..

**Cumulative : 388 in FY 19-20**



Suman Sharma is a teacher by profession, and she has degrees in MA and B.Ed. She has an experience of about 20 years in teaching. In her career, she always faced problems in operating the computer. Because of some reason she had to leave her job and was a housewife for many years, but when she got to know about Aakarshan center, the zeal of learning computer raised in her again and she decided to learn computer and tally at Aakarshan. Her husband is a business entrepreneur and owns a company. He always wanted someone who can help him in his work and now, after completing the course at Aakarshan, Suman is able to help her husband and feels proud of it.









# Glimpses of Convocation











## Community Mobilisation at Aakarshan is done in the following way



### Village Mapping

- ▶ Door-to-door Mobilisation,
- ▶ Demographic Details (Male/Female/ Youth/Old age etc.),
- ▶ No. of Schools/Colleges/ Institutes,
- ▶ Knowing Grampanchyat Committee and Govt. officials,
- ▶ Making Stakeholders & Establishing Connections.



**Involvement** of villagers and stakeholders in different type of Health Camps arranged by us.



**Connection** with Local NGOs & Health Workers and SHGs.



**Advertisement** is important and is done through - Pamphlets distribution, Use of Multimedia, Annual Report distribution, One to one Publicity by students, Display Flex etc.



### Awareness in the Community

- ▶ Our Programme,
- ▶ Benefits of students/Youths & Villagers,
- ▶ Facilities & Activities,
- ▶ Employment & Empowerment,
- ▶ Quality Education.



**Infrastructure Projects** in the community (e.g.: Sanitation, RO Plants, Water Facility, Solar Plants, Digital Classroom, Invertors Setup).



### Good Rapport with

- ▶ Grampanchyat Committee/ Sarpanch/Govt. workers,
- ▶ Stakeholders,
- ▶ Schools/Colleges Principles & Staff,
- ▶ Our Students,
- ▶ Self-help Groups,
- ▶ Our Involvement in their programmes.



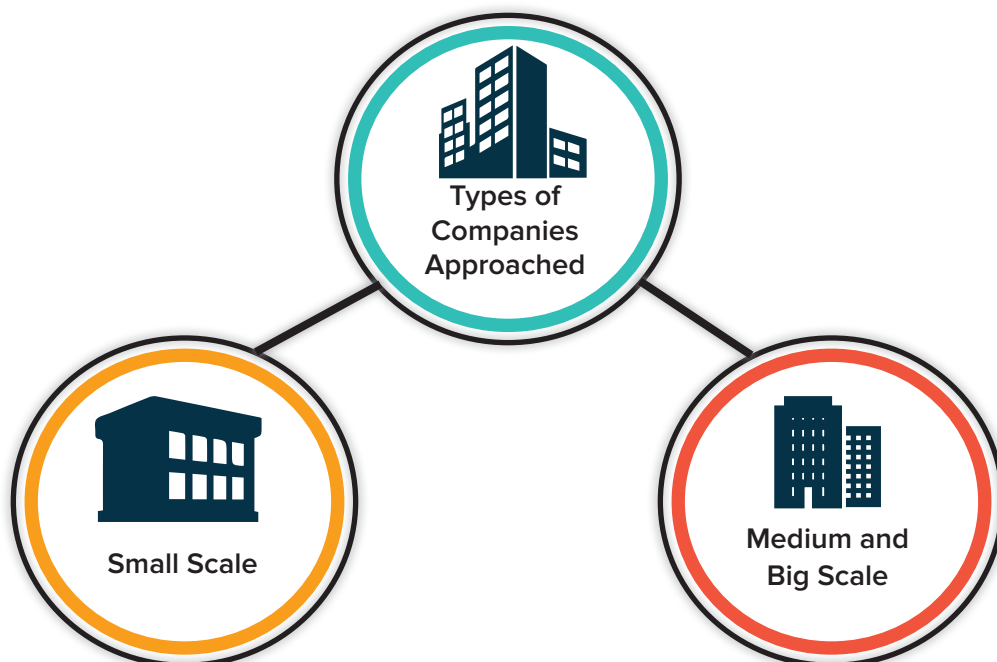
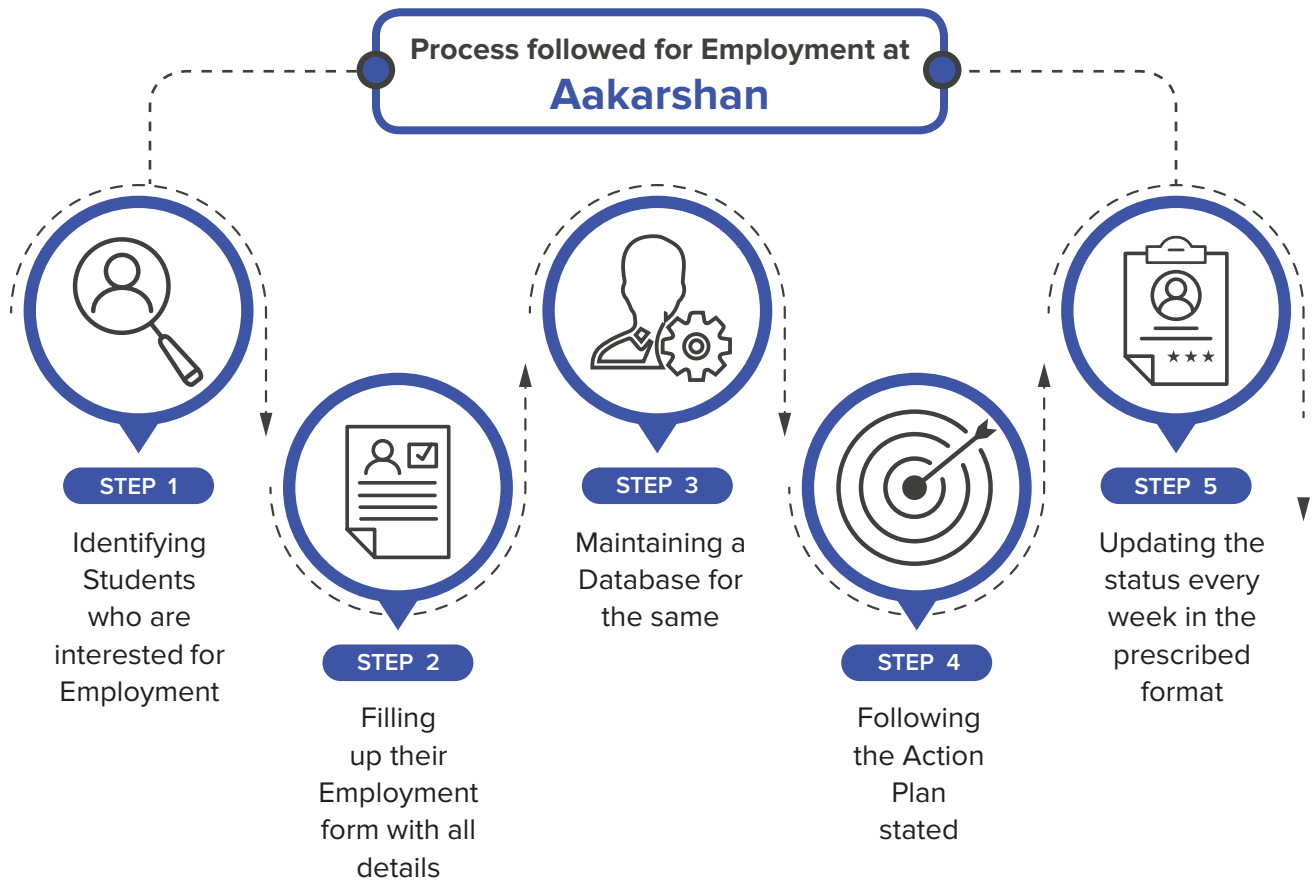
### Employee Engagement:

Spark Minda Plants support to reach to local group working in our plants from the community.





# Employment and Entrepreneurship at Aakarshan

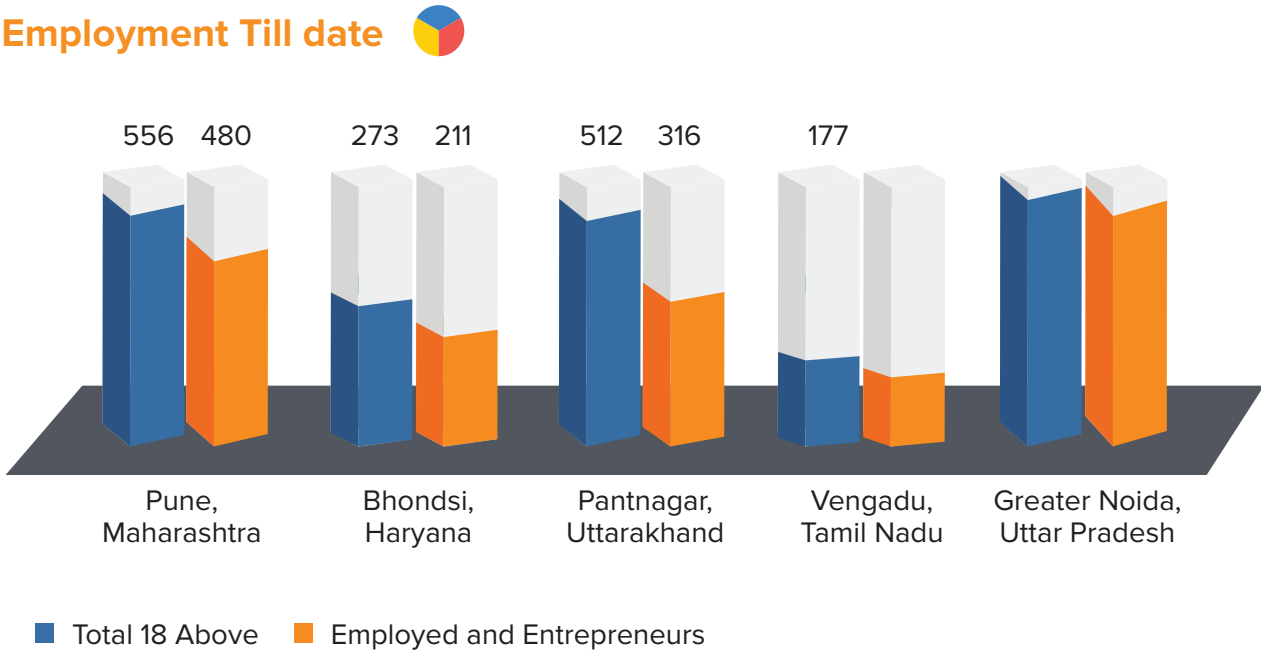




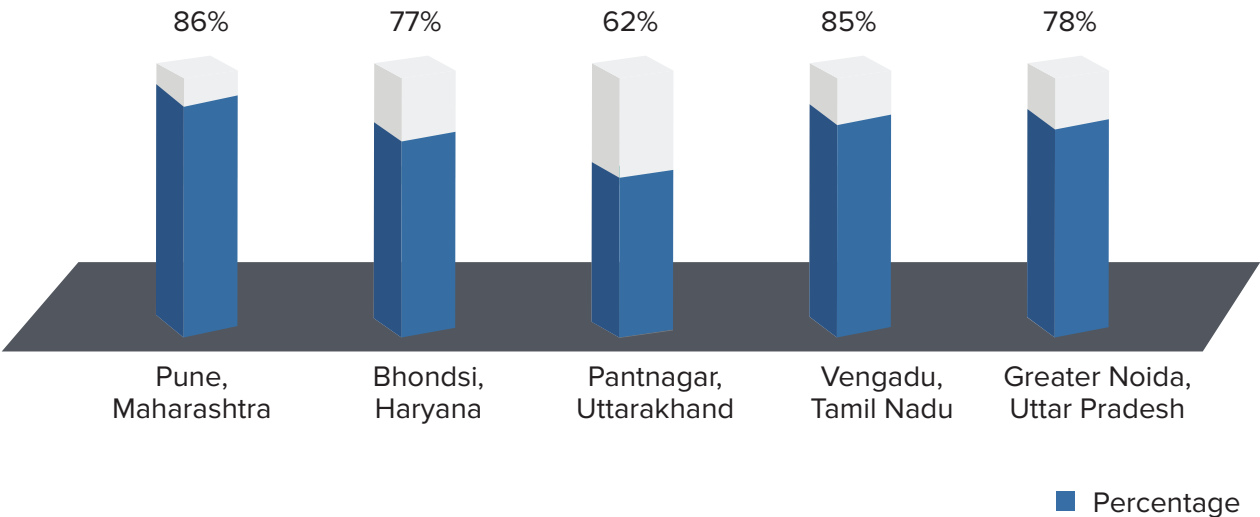


Total of 77% employment till date across all project offices of Spark Minda Foundation

Employment Till date



Employment Percentage Till date



## Entrepreneurs and Employment from Aakarshan



Alfiya Inamdar



Annuradha Dubey



Anuradha Naik



Anju Jha



Anita Musale



Ameena



Alka Rani



Afrin Maniyar



Aarti Raghav



Aakshda Shitole



Bhagyashri Udhane



Babita



Ashwini Kolhe



Asawari Sakore



Aruna Ghanwat



Arti Kumari



Arti Kori



Aradhna Pandey



Aparna Mandal



Bhagyshree Nawle



Iram Inamdar



Gurpreet kaur



Gaytri Kumari



Gauri Ghule



Divya Prabha





Deepa Thigle



Bittu



Bhawana



Bhavana



Jayashree Pawar



Kaveri Barne



Kanchan Kad



Kajal Inamdar



K. Gowri



Jyoti Walkoli



Jyoti Rani



Jyoti Rani



Jhunna Samantaray



Jhuna Samantaray



Kavita Bankar



M. Mesi



Lipika Pareda



Laxmi



Kusum Yadav



Komal Kharpude



Kiran raghav



Kavita Udhane



Kavita Thigle



Kavita Sable



M. Sudha





Navjot Kaur



Nargis



Muskan



Nanni Devi



Mufi dun Nisha



Megha Kshirsagar



Meena



Meenu Mavi



Meenu Ranga



Nidhi Singh



Pooja Tiwari



Pooja



Pooja



Pooja Khuswaha



Poonam vishwakarma



Poonam Medge



Pooja Kumari



Parul Chauchan



Nisha Sharma



Nisha Saifi



Ranjana Yadav



Ranjana Jadhav



Rani Walunj



Rakhi



Raj Kumari





Priyanka Dukare



Preeti



Preeti Sharma



Pragati Kadam



Ranjana



Saba Shaikh



Rutuja Sakore



Rupali Patil



Ruchika Bisla



Rubina



Rinkoo gupta



Rinki



Rekha Naikare



Sarika Kolhe



Sakshi

## Some of the Companies and Organisations where our students are Employed

- ▶ Bharat petroleum
- ▶ Britannia
- ▶ Duke
- ▶ Eureka Forbes
- ▶ Guru Datta enterprises
- ▶ ICAR
- ▶ Indiana clothing
- ▶ Lakme salon
- ▶ Minda Vast
- ▶ Minda Stoneridge
- ▶ Minda Corporation Die Casting Division
- ▶ Matrix
- ▶ Nanhi Kali
- ▶ Mobis
- ▶ Neem India
- ▶ Orient craft
- ▶ Orient fashion
- ▶ Oriflame
- ▶ Pdcc Bank
- ▶ Pyrotech
- ▶ RTDS
- ▶ Rudra continental
- ▶ Salcomp
- ▶ Shahi exports
- ▶ Sonia resort
- ▶ Dimple Export
- ▶ Spark Minda group of companies
- ▶ Starbucks
- ▶ The hair world
- ▶ Bodycraft fitness
- ▶ Beauty Point.
- ▶ Hair master
- ▶ Dynamic Public School, Kadus
- ▶ Cherly's
- ▶ Henna beauty parlour
- ▶ Hutatma rajguru mahavidyalaya
- ▶ Gamma beauty parlour
- ▶ The Venus world
- ▶ Venus beauty parlour
- ▶ VITS Sagar plaza hotel
- ▶ VLCC personal care

And many other firms like courier offices, small teaching institutes, tally students assisting chartered accountants etc.

# Stakeholders' Testimonials

Form,  
D. Marcy Archell  
Village Administration Officer  
Vengadu Village

To  
The Spark Minda Foundation

Respected Sir / Madam,

I am writing this letter to express that I am truly impressed by the training and organization. Vengadu village students and village people trained basic computer, Telugu, spoken English & Telugu through our Aakarshan Vocational Training Center. This is very useful for village apart from the Vengadu village people, many villages are also trained. You have conducted lot of activities. It's very helpful for developing student's extracurricular activities.


I inform you that many people benefited from the Eye and Health camp. You have installed Sanitary Napkin vending machine for the village people and students. It will give good hygiene for women's health.

The students can experience the learning visually and enjoy the subject without getting bored by the smart class and smart board provided by your team. It made learning more interesting for the students. I appreciate that student who has studied hard to get a scholarship for their future studies.

Now, your team have started the Digital Literacy program in Vengadu village. This is the one of the extraordinary program.

Best wishes for the continued success and generosity of the Spark Minda Foundation.

Thanking you

  
D. Marcy Archell  
Village Administration Officer  
Vengadu Village  
Vengadu Village  
Vengadu Village  
Vengadu Village

**नगर निगम, रुद्रपुर**

**रीना जग्गा पार्षद**

घाई नं०-38  
आवास विकास परिषदी  
रुद्रपुर (ऊ.सि.नगर)

विभाग-  
ए 39/2, रीन रोड  
आवास विकास, रुद्रपुर  
(ऊ.सि.नगर) उत्तराखण्ड  
फोन- 86307 28125, 98377 48934

दिनांक 08/06/2019

पर्याप्त

महोदय, मैं आपको धन्यवाद दे रही हूँ कि आपका निगम और आपके मिशन फाउंडेशन द्वारा बेसिक कंप्यूटर तथा स्पोर्ट्स प्रशिक्षण सभी वर्गों के छात्र-छात्रों को दिया जा रहा है। जिससे समाज के भाग्य तथा लोगों को आगे बढ़ने की प्रेरणा मिल रही है। इस संस्था द्वारा आर्थिक दृष्टि से कमजोर वर्गों को आगे बढ़ने का अवसर प्राप्त हो रहा है। समाज के भाग्य के लिए उद्योगों तथा मछली-कार्य सफल रहे हैं।

अतः ईश्वर से प्रार्थना है कि आपके मिशन द्वारा इस संस्था को सफलता प्राप्त हो तथा समाज का कल्याण हो।

समस्त शुभाभिलाषों के साथ  
रूना जग्गा  
(रीना जग्गा)  
घाई नं०-38  
आवास विकास परिषदी  
नगर निगम रुद्रपुर

मुरारी सिंह चंदीदा  
प्रधान  
नगर निगम, रुद्रपुर

दिनांक 08/06/2019

महोदय, मैं आपको धन्यवाद दे रही हूँ कि आपका निगम और आपके मिशन फाउंडेशन द्वारा बेसिक कंप्यूटर तथा स्पोर्ट्स प्रशिक्षण सभी वर्गों के छात्र-छात्रों को दिया जा रहा है। जिससे समाज के भाग्य तथा लोगों को आगे बढ़ने की प्रेरणा मिल रही है। इस संस्था द्वारा आर्थिक दृष्टि से कमजोर वर्गों को आगे बढ़ने का अवसर प्राप्त हो रहा है। समाज के भाग्य के लिए उद्योगों तथा मछली-कार्य सफल रहे हैं।

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समस्त शुभाभिलाषों के साथ  
मुरारी सिंह चंदीदा  
(मुरारी सिंह चंदीदा)  
घाई नं०-38  
आवास विकास परिषदी  
नगर निगम रुद्रपुर



# ग्राम पंचायत भौंडसी

ग्राम - भौंडसी, तहसील - मोहना, जिला गुडगाँव (हरियाणा)

Smt. Durga Devi

Langarch (Lang - Panchayat Bhondsi)

- Langarch Bhawan (Haryana)

प्रौद्योगिकी दुर्गा देवी

ग्रामपंचायत भौंडसी

प्रधानाध्यापिका

Mob: 9906449007, 9906348601

Email: shagadevi@langarch@gmail.com

Ref. No.

Date: 31-5-19

सेवा में

## Spark minda foundation Ashok minda

विषय - आपकी संस्था के द्वारा ग्राम पंचायत भौंडसी क्षेत्र में महिलाओं की शिक्षा  
मिलाई फंडाई कंप्यूटर फारलर व महिलाओं के उत्थान में कराए गए कार्यों बारे

श्रीमान जी

मे दुर्गा देवी संस्थान ग्राम पंचायत भौंडसी व गाँववासियों की तरफ से आपकी  
संस्था कि तरफ से हमारे गाँव में किए गए सामाजिक कार्यों कि बधाई देती हु इस  
हफ्ते हमारे गाँव में पूर्व साफ़ पत्ती प्रणम मुखौजी फाउंडेशन द्वारा हमारे गाँव भौंडसी  
में प्रोग्राम किया गया था जिससे आपके सैटर कि महिलाओं में काफी अच्छा  
सामाजिक प्रोथाम किया था गाँव कि महिलाए व बच्चे भी काफी अच्छी शिक्षा हुनर  
का कार्य आपके सैटर से सीख रहे है ग्राम पंचायत भौंडसी व गाँव के लोग आपकी  
संस्था को कायों कि सराहना करते है

संस्थान दुर्गा देवी

ग्राम पंचायत भौंडसी

॥ निजोळी ग्राम, पंचायत समिती, तेलंगणा जिल्हा, रात मुद्राग्रहण केंद्रात (पुस्तकालय प्रसार) ॥

॥ श्री धर्मराजे विठ्ठला भगवंत ॥

# ग्रामपंचायत दोंडे

मु. पो. दोंडे, ता. खेड, जि. पुणे - ४१० ५०४.

सो. स्वाधीन मित्रांचे कोशिकाकर

राखण मु. ०७३८५२५५६१

श्री. मनोप विष्णू धामे

उत्तराखण मु. ८८८८२४०२६१

० शा.पं.सदस्य मंडळ ०

जाखण क्र.: ०४६६/२४०३२०१९

दिनांक: २४/०३/२०१९

श्री. चंद्रकांत संभाजीराव गारले  
(ता.खणपंच)  
मु. ९८२४७८२३३४

श्री. दत्तात्रय धोंडिया वितोळे  
(ता.खणपंच)  
मु. ९८२४७०२७७४

श्री. विश्वनाथ संवकुमार गव्हिगडगड  
ता. ९९२४७८९२६०

श्री. आनंद नारायण केवटारी  
(ता.खणपंच)  
मु. ९९२४७९०५४७

श्री. कविता राधिका उदयार  
(ता.खणपंच)  
मु. ९९२४७९०५४७

श्री. निता संतोष गव्हिगड  
मु. ९९२४७९०५४७

श्री. जयदेव बाळारामे मनोहर  
मु. ९९२४७९०५४७

श्री. मीता रामराज जाधव  
मु. ८८८८२४०२६१

श्री. पांडुरंग विठ्ठल जाधव  
मु. ०७३८५२५५६२

श्री. एम. बी. दुर्गा  
(आमलगाव)  
मु. ०७३८५२५५६४

I am Sarpanch and as well as student of Aakarshan Center, donde. being a student of aakarshan center and getting associated with spark minda foundation was very different experience for me.

Spark Minda has Helped our Village in Various ways, Education, Skill development, Infrastructural development of schools and colleges, Villages etc. they have also provided solar plant, Ro plant which has provided very well benefit for the children and all the villagers. the toilet for girls has been also on the side of a school.

Now spark Minda is also working for making donde digitally literate and 100% literate. It is a very proud feeling for us. We promise to help and work with spark Minda and are glad by the help of Minda group

— Sanj. Suniti Kankar  
(Sarpanch, Dande)  
Tal. Khed, Dist. Pune

Sanj. Suniti Kankar  
Sarpanch

ग्रामपंचायत दोंडे  
ता. खेड, जि. पुणे

ISO - 9001 - 2008



# Dual System of Training Programme

## Introduction

This century demands more than academic knowledge. Practical skill development and exposure is imperative along with academic training. In every field one needs to be versatile in order to become successful. The Dual System of Training programme has been launched to fill the gap between classroom training and practical experience.

## Our Model

We have signed MOU with DTTE Govt. of NCT Delhi for The Dual System of Training Programme. It has been undertaken with a motive to establish inter-relationship between industries and Industrial Training Institutes. The gap between academia and machine learning can be bridged through this programme. The programme has been planned by The Ministry of Skill Development & Entrepreneurship, Government of India.

The programme was started with ITI Nizamuddin in the trade of Press Tools, Jigs & Fixtures. Wadhvani Foundation is our official partner for this programme and provides Soft Skill modules to our trainees.



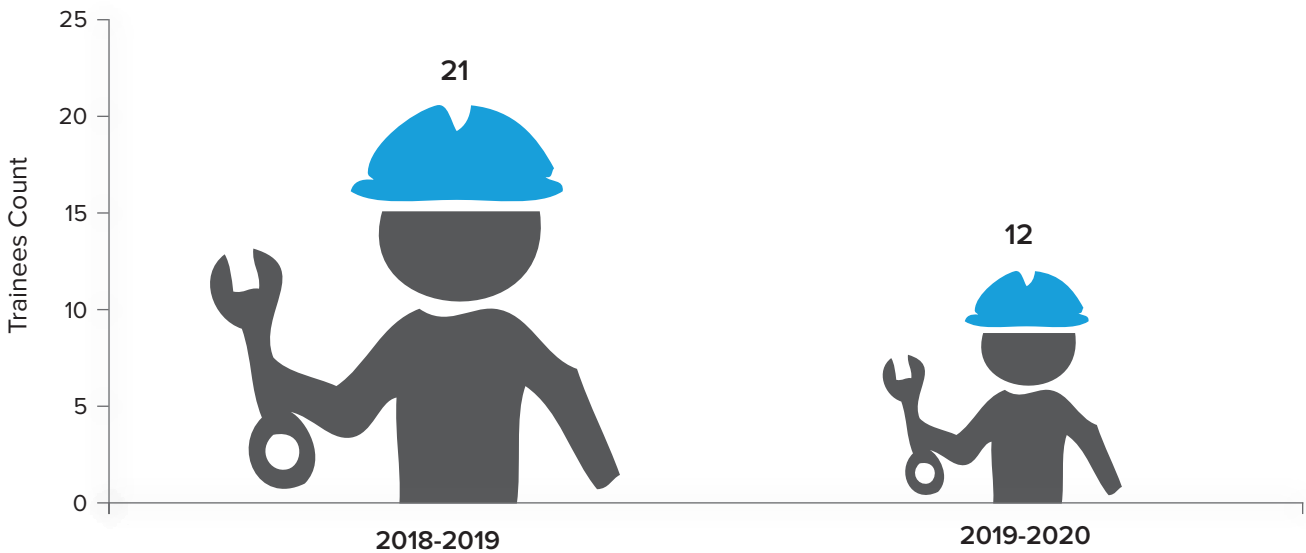


Highlights

- ▶ Unique programme in India
- ▶ Holistic Development, not just machine learning.
- ▶ 9 month of learning
- ▶ Latest machine exposure
- ▶ Training by machine experts
- ▶ Stipend is also provided to the trainees as per Apprenticeship Act
- ▶ Certificate on completion
- ▶ The trainees are placed at our factories in Noida and Greater Noida, UP.

Trainees of 1st batch were felicitated with Certificate of Completion on 25th February, 2020.

TRAINEES AT DST PROGRAMME



# SAKSHAM EMPOWERMENT OF PERSONS WITH DISABILITY





# SAKSHAM

## Empowerment of Persons with Disabilities

Ability is defined as the fact that someone is able to do something, a level of skill or intelligence. If this is what ability is, then why are people judged or rather neglected when they are ABLE to accomplish a said task with their SKILL but just in a DIFFERENT way?

SAKSHAM is a programme which works for the empowerment of Persons with Disability. This programme is in alignment with the Accessible India Campaign of the Government of India. It also majorly supplements to the SDG 10, which focuses on reducing inequalities amongst the population. Within this programme the Divyangs are benefited with assistive devices and are also provided assistance for livelihood. Thus, focusing on their holistic development.

The project was launched in 2015 in Indonesia and has since been a pioneer in reaching out to the Divyangs not only nation-wide but even across the boundaries. With the constant efforts to work towards an empowered nation, we have reached to more than 7850 individuals with 7982 assistive aids and devices. We have employed, in our Group, about 360 divyangs which include people with physical impairment, people with visual impairment as well as people with speech and hearing impairment; across the country.

### Scope of the Programme

- ▶ Provision of accessible and assistive technology.
- ▶ On Job Skill Trainings.
- ▶ Inclusive workplace environment.

- ▶ Ergonomical changes.
- ▶ Employment of Persons with Disabilities.

Saksham is also in line UDID support provided with the following sustainable development goals— 4th- equal and accessible education by building inclusive learning environments and providing the assistance for persons with disabilities, 8th -promoting inclusive economic growth, full and productive employment allowing PWD to access the job market, 10th - emphasizing the social, economic and political inclusion of persons with disabilities, 11th - creating accessible and sustainable transport system, providing access to safe , inclusive accessible public spaces, 17th - underlining the importance of partnerships and collaborations of like-minded organisations – governmental, non-governmental and corporates alike.

### Saksham – Empowerment of Persons with Disability Camp, Maharashtra, 2019

Saksham programme has been designed to help persons with disabilities reduce their dependence on others for mobility and earning a living. During the camp, 1335 assistive aids were given and employment was facilitated to 120 persons with disability and 30 of them have been absorbed into the Spark Minda Group. 162 Unique Disability ID registrations were facilitated during the camp.

The idea behind this camp was to put up a one stop facility for the persons with disability where

they can avail benefits of free of cost assistive aids, job fair and Unique Disability ID registration. The programme was organized in collaboration with Confederation of Indian Industries (CII), Skill Council for Persons with Disability (SCPwD), Vishwa Yuva Kendra, Bhagwaan Mahaveer Viklang Sahayata Samiti (Jaipur Foot) and India Business Disability Network (IBDN).

**Venue:** Dnyanraj Mangal Karyalay, Chimbali Phata, Khed, Pune.

**Duration:** The camp was held for the span of 7 days; from 20th December, 2019 to 26th December, 2019.









## Mobilisation Partners

Prahar, Kranti Pratisthan, Samarthanam Trust for Disable, RastriyaApang Vikas Mahasangha, Jagrut Apang Sanghatana, Zunjh Divyang Sanshta, Apala Manus Apala Sangha, Janamitra Pratisthan, Youth 4 Jobs, Equitas Small Finance Bank, Zilha Parishad - Pune, Niwashi Mukabadhir

Vidhyalay, Snehalaya, Apang Kalyankari Sanstha, Mahatma Phule Apang Shikshan Kendra, Janseva Shikshan Mandal, Janashakti Pratishthan, helped the foundation mobilise persons from more than 10 blocks around Pune, covering more than 4 districts of Maharashtra.

**TOGETHER WE CAN**

**SPARK MINDA Foundation**

**Empowerment of Person With Disability Camp**

**A CSR Initiative of Spark Minda Group**





## Areas Covered

Persons with disabilities were mobilised from Ambegaon, Baramati, Bhore, Daund, Haveli, Indapur, Junnar, Khed, Maval, Mulashi, Pune City, Purandar, Shirur, Velhe, Sangamner, Akole, Shrirampur, Satara, Beed, and Kolhapur.

## UDID Facilitation

A temporary centre for registering the UDID of persons with disabilities was set up. This set up has helped persons with disability to get themselves registered for obtaining their UDID. The registrations were facilitated by

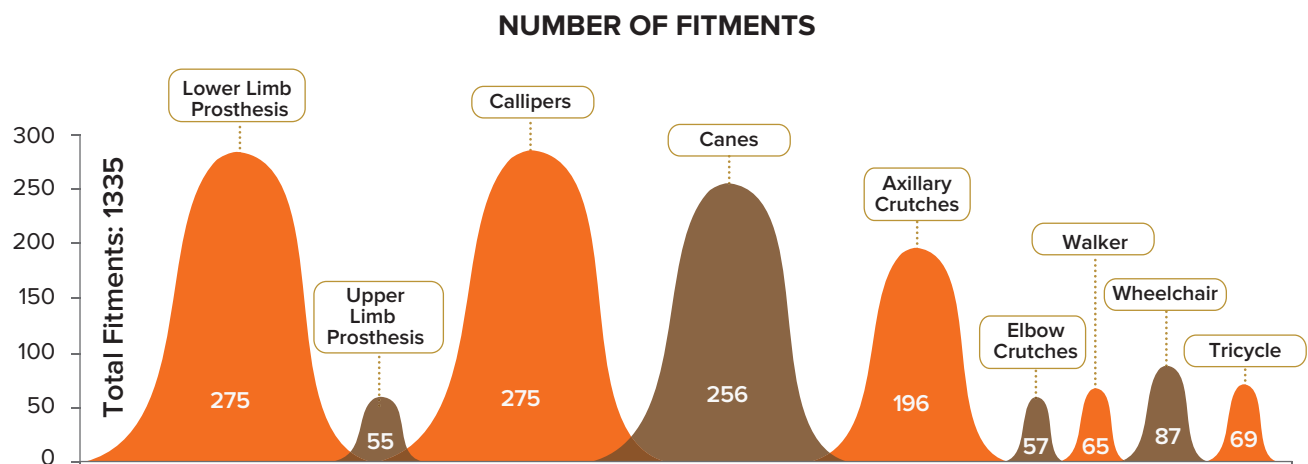
Zunjh Divyang Sanstha and was a help to about 162 divyangs.

## Employment Facilitation

To facilitate employment of persons with disabilities a kiosk in collaboration with CII – IBDN and Sector Skill Council for Persons with Disabilities (SSCPWD), where in counselling sessions of the PWDs regarding the skilling support available from the government was provided to them. Engaged 120 Divyangs and employed about 30 Divyangs in the Group. Facilitated the other Divyangs for job openings in various companies; for instance : Sodexo and their partners.

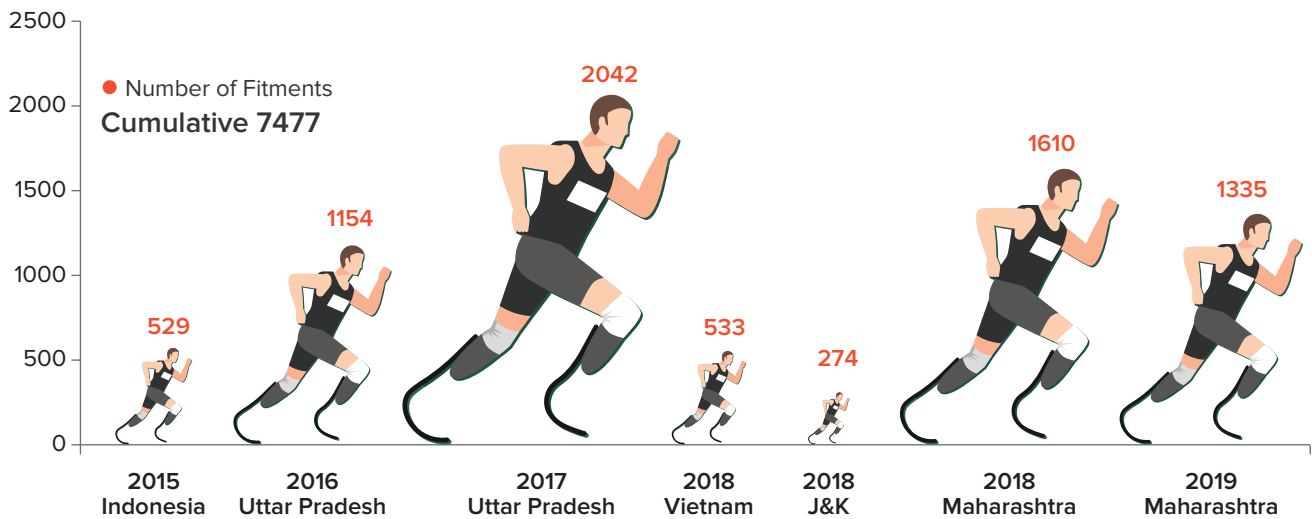
CAMP	CAMP INFORMATION	FACILITIES
<p><b>Programme Name:</b> Saksham</p> <p><b>Camp Name:</b> Empowerment of Person with Disability</p> <p><b>Start:</b> 20/12/2019</p> <p><b>End Date:</b> 26/12/2019</p> <p><b>Time:</b> 08.00 am to 05.00 pm</p> <p><b>Address:</b> Dyanraj Mangal Karyalaya, Chimbali Phata, Pune-Nashik Highway Khed, Pune, Maharashtra</p> <p><b>Camp Incharge:</b> P.K. Karn <b>Helpline:</b> 7447426191/ 7447426192 saksham@minda.co.in</p>	<p><b>Layout</b></p> <p><b>A CSR Initiative of Spark Minda Group</b></p>	<ul style="list-style-type: none"> <li>▶ Prosthetic Limb</li> <li>▶ Caliper</li> <li>▶ Axillary &amp; Elbow Crutch</li> <li>▶ Wheelchair</li> <li>▶ Handsticks</li> <li>▶ Tricycle</li> <li>▶ Walker</li> <li>▶ Employment Support</li> <li>▶ Skilling Support</li> <li>▶ UDID</li> <li>▶ Breakfast, Lunch &amp; Dinner</li> <li>▶ Blanket</li> <li>▶ Pickup &amp; Drop</li> </ul>

## Assistive Aids



## Journey So Far

### CAMP SUMMARY



#### Camp in Rural Maharashtra, 2018-19

**Venue:** Pune, Maharashtra.

**Duration:** From 27th January, 2019 to 7th February, 2019.

**Project Outcome:** 1610 fitments to 1500 divyangs.

#### Measure to Install Peace in the Valley, 2018-19

**Venue:** Baramulla, Uri, Jammu Kashmir.

**Duration:** From 16th September, 2018 till 23rd September, 2018.

**Project Outcome:** 274 fitments to 269 divyangs.

#### CSR Beyond Compliance, 2018-19

**Venue:** Vietnam.

**Duration:** From 17th July, 2018 to 28th August, 2018.

**Project Outcome:** 533 fitments to 501 divyangs.

#### Camp in Noida, 2017-18

**Venue:** Noida, Uttar Pradesh.

**Duration:** From 13th December, 2017 to 24th December, 2017

**Project Outcome:** 2042 fitments to 1374 divyangs.

#### Camp in Noida, 2016-17

**Venue:** Noida, Uttar Pradesh.

**Duration:** From 1st September, 2016 to 12th September, 2016.

**Project Outcome:** 1154 fitments to 812 divyangs.

#### The Start of an Era, 2015-16

**Venue:** Indonesia.

**Duration:** From 4th May, 2015 to 7th June, 2015.

**Project Outcome:** 529 fitments to 515 divyangs.







# SAKSHAM

## Divyang Empowerment Centre

The Right of Persons with Disabilities Act mentions the 21 types of disabilities which are catered by the Government of India. According to NSSO, 1.9% of Indian population has disability and 40% of the total Persons with Disability are locomotor. Uttar Pradesh and Maharashtra are the states with

highest number of Persons with disability in India. These secondary data were taken as reference before developing the programme Saksham. This data and the need assessment survey conducted formed the basis of establishment of the Divyang Empowerment Centre in Pune, Maharashtra.

The centre was established in March, 2018 at Chimbali Phata, Khed, Pune. It caters to more than 10 blocks of Pune, over 4 districts of Maharashtra and is open for Divyangs across India.

## Services offered

- ▶ Manufacturing and Fitment of Accessible and Assistive Aids.
- ▶ UDID Facilitation.
- ▶ Skill Development Trainings in collaboration with SSCPWD.
- ▶ Employment Facilitation in and outside the Spark Minda Group.

In the FY 19-20, the centre has benefited more than 250 divyangs with 310 fitments and has been a facilitator for the employment of 105 individuals in the Spark Minda Group as well as in other companies.

## Skilling and Employment

Skilling and employment are the main pillars in ensuring sustenance of lives. With the proper

skill-set and training one can achieve their goals. This is similar in case of Persons with Disability, a person can only said to be truly empowered when they can sustain their life, without having to depend on anyone else. This is done by acting as a conduit for placements of these Divyangs. More often than not, the interested PWDs are absorbed by the groups itself at their various locations.

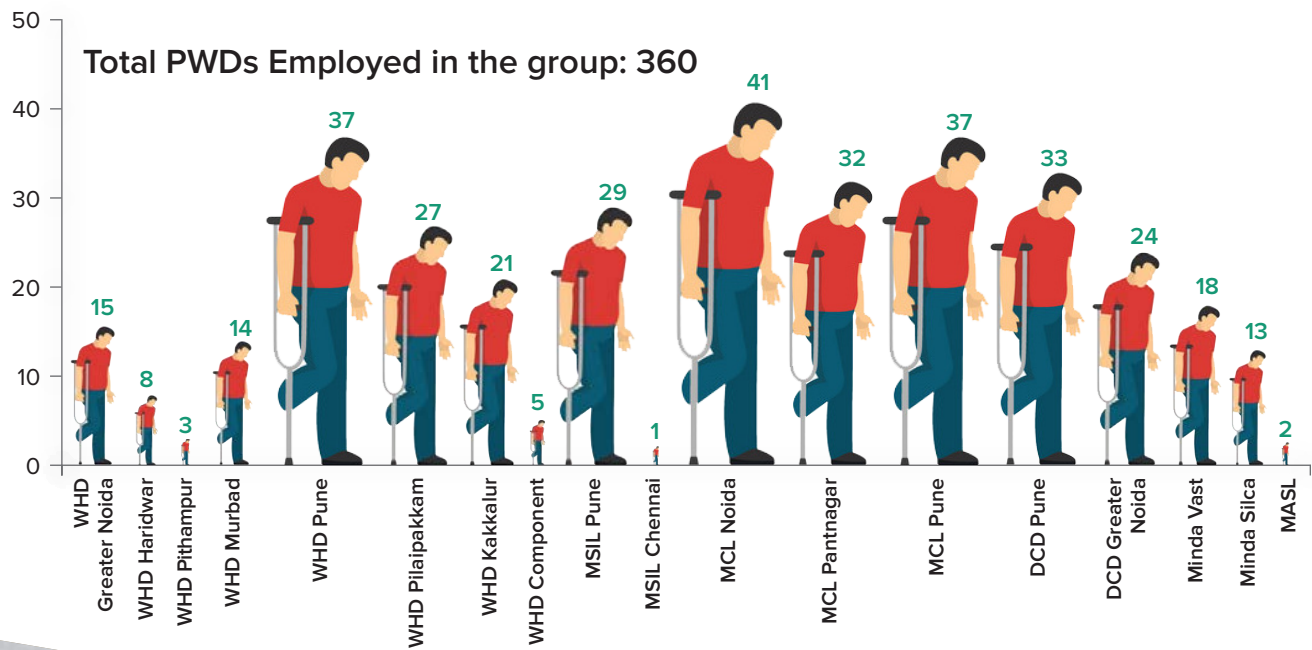
For implementing this, collaborations with NGOs working for the employment of PWDs are accomplished. With these partnerships, we can either source the manpower from these organisations or access the information from the database. This database is collected during camps and at the Divyang Empowerment Centre. Organisations such as National Association for Blind, Youth 4 Jobs, Samarthanam, Sarthak Educational Trust and many others have been of assistance in helping the PWDs get placed according to their interest and accessibility.

The Divyangs absorbed by the plants are given OJT (On-Job-Training) in order to accomplish the designated task. Thus imparting skill and knowledge for their growth.





PWDs EMPLOYED IN THE GROUP



## Rohit Salunkhe

MV - Pune, October 2019

Rohit Salunkhe hails from Sangli and is a Speech and Hearing Impaired youth. Rohit has a younger sister who is pursuing her education in their hometown and wishes to work one day. They are a family of four, with the parents working to provide for the basic necessities of the house. Rohit, was impaired since birth and thus faced difficulties since the very beginning. Inability to communicate with the family members being the major concern. Ofcourse the parents learnt to sign subsequently, but was still a hindrance to get across the exact emotions. After completing his schooling, Rohit moved to Pune and got a training done in soft skills by Youth4Jobs. Later, through the collaboration between Y4J and Spark Minda Foundation; Rohit was recruited by Minda Vast, one of the factories from the group in Pune. He is focused on learning the trades and upskilling himself in the ways possible. Rohit, as the elder brother, was more focused on getting a job soon after his education but found that his impairment was the hindrance at most of the places. At Spark Minda, he is grateful for the opportunity and the support received by the co-employees. What he likes best is that, there is no difference in the treatments given, but care is always taken. Rohit has ambitions and we hope that we help him in achieving those for he is a believer of doing the deed rather than talking the talk.







### Manoj Pal

MCL – WHD, Greater Noida,  
September 2019

Manoj Pal is a 35 year old belonging to Rai Bareilly in UP. Manoj has suffered from Small Eye syndrome since birth. He has 2 brothers and three sisters. One of his brothers is in Surat, engaged in saree weaving business and the other one, who stays with his parents, is a milk vendor. All his siblings except him are married. His father is a farmer and takes care of the household affairs. He did his schooling from the Blind Relief Association (B.R.A) in Delhi and Graduation from Chhatrapati Shahuji Maharaj University, Kanpur. Further, he learnt Shorthand and Computers from Vocational Rehabilitation Training Centre, Ludhiana, Punjab.



Manoj also worked as a Computer Instructor with Netraheen Kanya Vidyalaya, Chattisgarh for around two years (Aug '13 – May '15). He left this job to go home for some urgent work which required him to stay there for a while. He joined the Packer course at NAB in March, 2019 and post completion, he was sent for an internship in a garment export factory in Uttam Nagar. After a two-month internship, in September, he was placed with Minda Corporation Pvt. Ltd. on one of the assembly lines.

It is more than six months that he has been working there and he is finding the work culture and the people around him to be extremely supportive and understanding. He says that he has never felt any kind of discomfort while working there. In fact he is very happy about the fact that his supervisor always assures him that he should never feel insecure about his job and can work with free mind.

Manoj is quite a balanced person and his impairment hasn't let him bring his morale down. He had even been an Athlete at National Level. He is very fond of cricket and tries to keep himself updated on this sport.



### Ajeet Babu

MCL-WHD, Greater Noida,  
January 2019.

Ajeet Babu is a 24 years old, he lives with his family in Uttar Pradesh. Ajeet has 6 siblings, 4 brothers and 2 sisters. His parents are farmers and provide for the family in the little way possible. Ajeet is a graduate in BSc Math and also has a diploma in computer applications. He has been working as a data entry operator with Spark Minda since more than an year and is content with the support extended. When Ajeet was 10 years old, he had developed an infection in his left upper extremity. Owing to this infection, Ajeet was operated and had to loose his left arm. However, this did not hold him back for any of the future endeavours he wanted to take up. He completed his graduation and then went on to secure a job. He wanted to pursue MCA but due to financial constraints couldn't accomplish that. He wishes to still be able to someday complete that post-graduation. With his completion of an year in Spark Minda, he is now hoping for more responsibilities to cater to. With all of the challenges he has faced, getting out of the financial crisis is something that he aims at doing with this current job. He believes that success is the ladder to climb on and get out of the difficulties. He wishes to have a better life for him and his family, and working with Spark Minda has definitely helped him climb the ladder, one step at a time.





# National CSR Award for *Contribution to National Priority Area*



**National  
CSR  
Award Winning  
Programme**









# Testimonials



To,  
Spark Minda Foundation,  
Saksham – Divyang Empowerment Center,  
Chimbali Phata, Khed, Pune - 412105.

**Youth 4 Jobs'** vision is hands-on, grass-root transformation of the lives of **persons with disability** at the country level and emerging as a thought leader at the global level. We have chosen to work in the challenging but high impact space of mainstreaming the hiring of youth with disabilities in corporate India. **The work is driven by the mantra that hiring Persons with Disability makes business sense. Youth4Jobs has a brick and mortar presence in 32 locations in 17 states of India ranging from tier-2 towns to metros, focusing on employability/employment of persons with disability.**

In the last 8 years, Youth4Jobs has emerged as the largest organization in this space. It has trained 19,357 young men and women with disabilities. 30% of the trainees are girls with disability. Youth4Jobs has touched over 5400,000 households in advocacy. Youth4Jobs works closely with about 600 companies of which 200 are first time hirers of Persons with Disabilities and across the sectors like **IT, ITes, Retail, Hospitality and Manufacturing. Youth4Jobs has created innovative solutions to cater to difficulties faced by the employer.**

Youth4Jobs is led by Ms. Meera Shenoy who has the unique experience of working in senior government positions and with multilateral funders like World Bank and UNDP, across south-east Asia. The work has received both national and international awards, the latest being Asia Finalists MIT Inclusion Innovation Challenge Award. On International Day of Persons with Disabilities 03rd December 2017, The President of India, Shri Ram Nath Kovind and the Minister for Social Justice and Empowerment, Shri Thaawarchand Gehlot presented the National Award for Empowerment of Persons with Disabilities (Divyangjan) 2017 to YOUTH4JOBS FOUNDATION at VIGYAN BHAVAN. Youth4Jobs won the award in the "Best Placement Agency" for our innovative work in training and placing youth with disability in corporate jobs. It also brings out industry specific reports on inclusion with partners like Boston Consulting Globe.

**Spark Minda Group** understood our work, recognised it and gave us an opportunity to collaborate. This was a great opportunity for us. To join this group, to share their experiences with the Divyangjan (Speech & Hearing candidates), to create a common understanding and to broaden the issue. We enjoyed this occasion a lot and learned a lot.

At the same time, it was also learned that this vision is very helpful in creating a mutual bond. Perhaps that is why the ones who connect with us once remain ours and we belong to them. This feeling is also needed to work with sensitivity on this issue and to keep moving forward. Hopefully, this partnership will continue like this and continue in the direction of achieving its goal.

Youth4Jobs - Pune, are grateful to Spark Minda Foundation to connect with us and to give the opportunity to our candidates to work with the manufacturing unit of SPARK MINDA GROUP. Thankyou for all your support for the placement of our students. We look forward to more such recruitments in the years to come and together help build an Inclusive Nation.

**Youth 4 Jobs Foundation**

# 135, Ave 2, Road No 13, Banjara Hills, Hyderabad 500 034 Ph: 040- 23331213  
Email: [info@youth4jobs.org](mailto:info@youth4jobs.org) Website: [www.youth4jobs.org](http://www.youth4jobs.org)

## TESTIMONIAL

The National Association for the Blind, India (NAB, India) was established in 1951 with an idea to help blind people join the mainstream society. The NAB India Centre for Blind Women & Disability Studies (a unit of the National Association for the Blind, Mumbai) is an exclusive Centre working towards providing rehabilitation, training, guidance and economic upliftment to thousands of visually impaired girls and women hidden in their homes.

The Centre offers them training on market aligned skills along with equipping them with the much-needed Life-skills such as braille, mobility and home science to make them totally independent. The Training comprises various vocational courses such as computer, spa, cafe, and Packer course, that helps trainees with visual impairment to find jobs in factories on assembly lines, packaging units and similar job roles.

While the Centre plays its part, our employment partners join in and provide opportunities to the trainees to intern/work in their organizations, equipping them for their final step towards an independent and dignified living.

The Minda Group has been one of our close partners' in this endeavor by providing internships and jobs to our trainees and helping them to earn a living for themselves and their families. We are sure that our association would go a long way and together we are able to reach out greater number of youth with visual impairment and contribute towards an equitable society.

# BUSINESS SUSTAINABILITY PROJECTS





# Business Sustainability PROJECTS



Sustainability in business generally addresses two main categories:

- ▶ The effect business has on the environment
- ▶ The effect business has on society

The goal of a sustainable business strategy is to make a positive impact on either one of those areas. Business sustainability is often defined as managing the triple bottom line - a process by which companies manage their financial, social, and environmental risks, obligations, and opportunities.

At Spark Minda Group, one of the major interventions of CSR is Environment and Business Sustainability. The widely practiced strategies include Innovation, Collaboration, Process Improvement, and Sustainability reporting.

Certain requirements must be met for a company to be considered part of the green business world. These include:

- ▶ The business must be considered more environmentally friendly than traditional businesses
- ▶ Sustainability should be at the forefront of business decision making
- ▶ An observable commitment to green practices has to be implemented across the board
- ▶ Services and products offered from the business should be environment friendly or meet the public demand for sustainable products.
- ▶ Because green practices, standards, and demands are always changing, it is important for businesses that employ efforts to stay green to keep up with changing technology.

Therefore, following the footsteps Spark Minda Group, works on 6 Environmental Sustainability projects, which are follows





## Tree Plantation

With rising greenhouse gas emissions, climate change is occurring at rates much faster than anticipated and its effects are felt world wide.

Thus, contributing to the united nation's SDG 13 & 15 and Government's national action plan on climate change, Spark Minda Group is doing its bit by carrying out tree plantation drive all across its businesses. All the units of the Group

are dedicating their efforts by carrying out the plantation drive inside as well as outside the factories. Sustenance and maintenance of these trees are also ensured by the team.

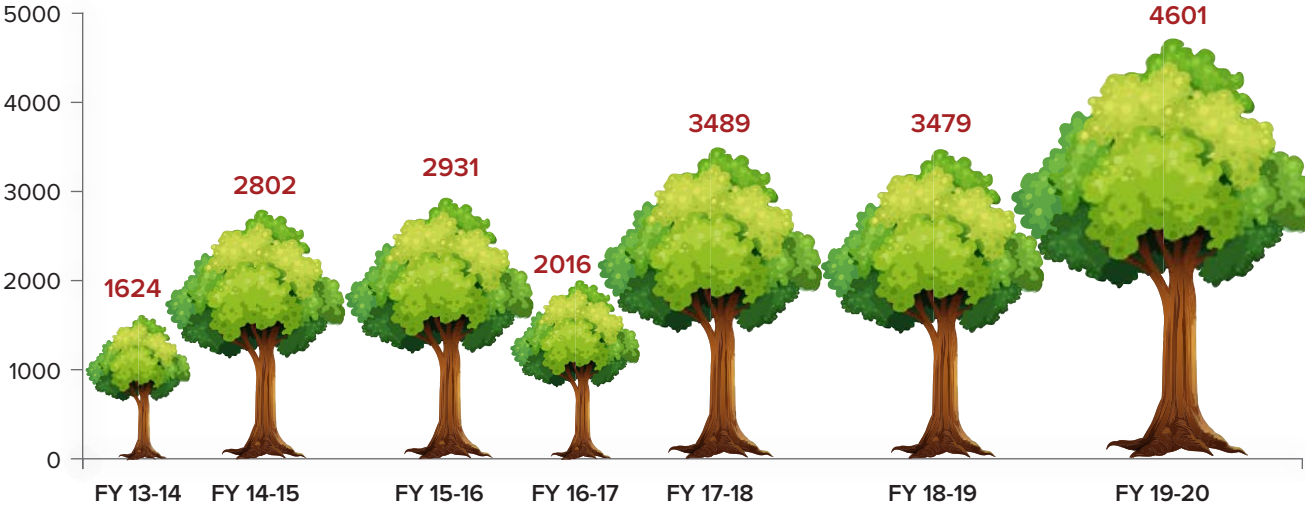
A database is being managed to keep the record for the survival and sustainability of plants. The group has also developed an SOP of the plantation so that the activity takes place in a systematic way at all levels.





In FY 19-20, **4,601** trees were planted. Till date 20,942 trees have been planted with **90%** sustenance by the Group.

NUMBER OF TREE PLANTATION (IN NUMBERS)





## Paper Saving

Paper saving helps to reduce the number of trees that are destroyed unnecessarily for producing papers. The world's paper hunger also significantly contributes to climate change. We at Spark Minda focuses on planting trees along with minimizing and reducing our paper usage in our official work.

Subsequently, electronic and alternative processes are being introduced to reduce the consumption of paper in various operations. Some of the examples are:

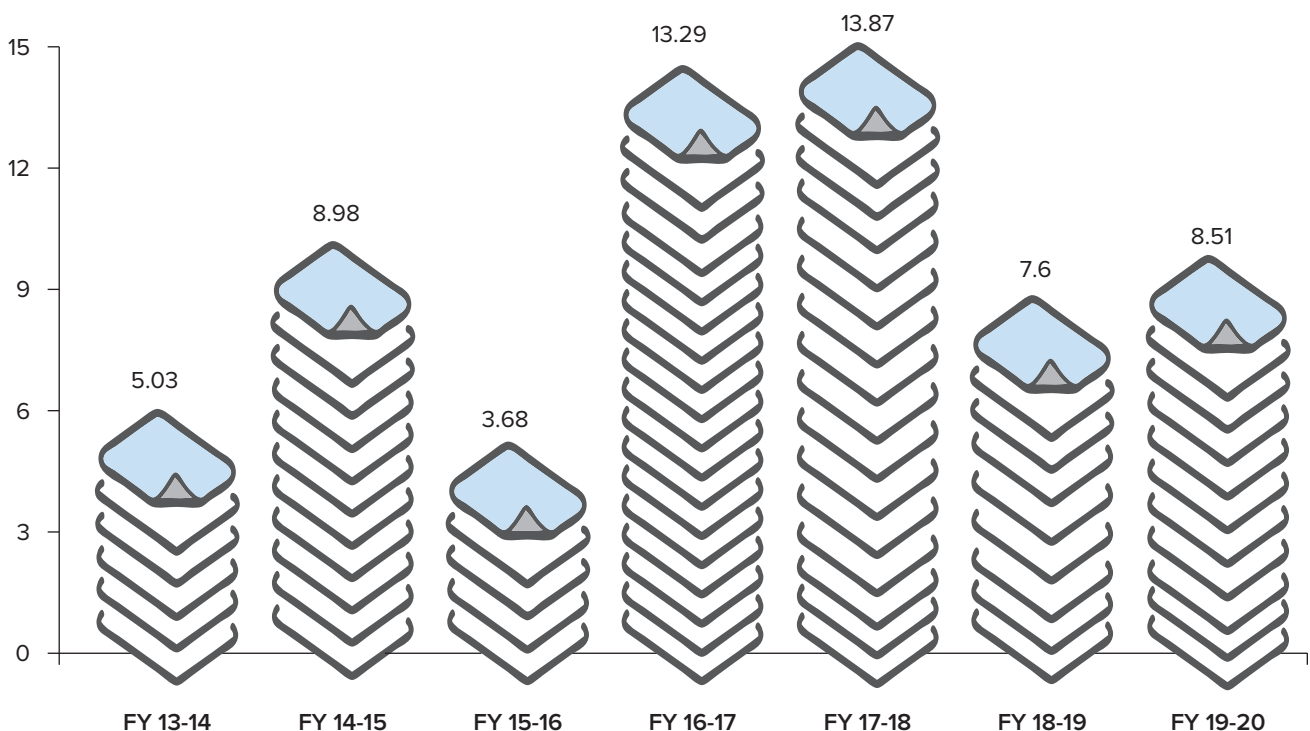
- ▶ Installed Android OS Based LCD to remove paper drawings from station
- ▶ Restricted paper issuing from the store department
- ▶ Implementation of online leave management software

- ▶ Online vendor management
- ▶ Creation of Department wise user ID and Password for a printer, i.e. pass code protection in printers for limited printing
- ▶ Paperless Document Approval System to Boost Up Company's Document Approval Process
- ▶ Online Personnel Management System
- ▶ One side paper usage

Some of the great Initiatives are taken by businesses like MMSL, DCD, MSIL, MV, MCL, etc.

The Group saved approximately 8.51 lakh papers through these initiatives in FY19-20. 60.9 lakh papers have been saved till date.

**PAPER SAVING (IN LAKHS)**







## Energy Conservation

Energy can be conserved by reducing wastage and losses, improving efficiency through technical upgrades and, improved operation and maintenance. Therefore, as per SDG 7, the Group is focused on undertaking operational measures and initiatives that help in improving business-wide

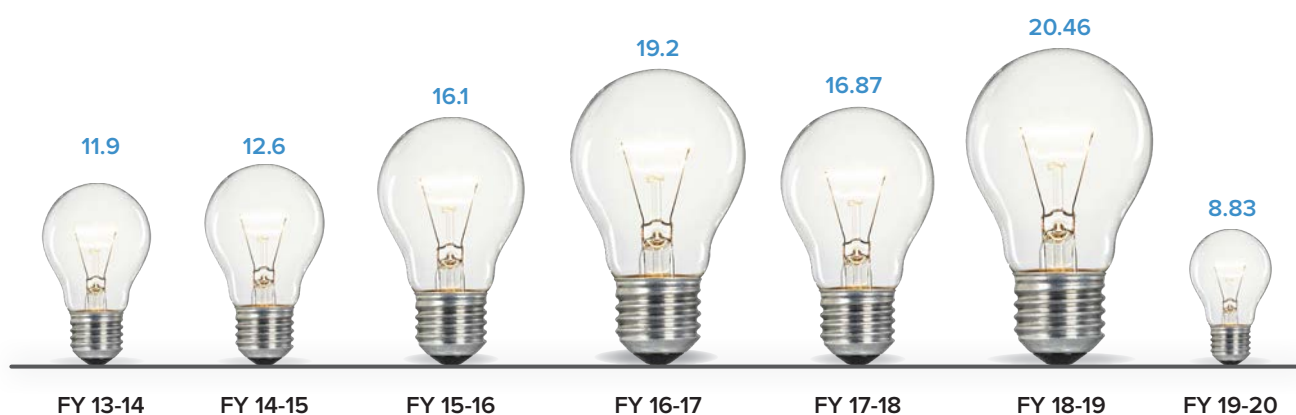
environmental sustainability. The Group promotes green initiatives through regular monitoring of electricity consumption and electricity saving.

Some of the electricity saving measures adopted by the Group in the manufacturing area includes:

Saving Initiative by group Companies	
Activity Planned	Action Taken
Energy efficient cooling tower pump	Power consumption 6.31kw to 3.38kw
Energy efficient raw water pump	Power consumption 6kw to 4kw
Energy saving barrel heaters (IM-04)	Power consumption 0.08kw to 0.035kw
Insulation between barrel heaters	10% energy saving
VFD installed at STP blower	Motor frequency reduced 50Hz to 43Hz
VFD installed at IM-06	Motor frequency reduced 50Hz to 45Hz
VFD installed at cooling tower fan motor	Motor frequency reduced 50Hz to 45Hz
To control cooling tower fan based on return temp	Power consumption 3.44kw to 2.29kw
VFD installation in Assy. AHU	Motor frequency reduced 50Hz to 45Hz
Replacement of metal halide focus lamp	800Watt focus lamps replaced with 150 Watt
Old AC replacement with Invertor	For 2T, 2.2Kw to 1.8Kw
100 KW roof top solar in OPEX	4units/kw power generation
Energy efficient ceiling fans (40Nos)	Power consumption 0.08kw to 0.035kw

In FY 19-20, the group has saved 8.83 Lakh KWH electricity. Till date 105.96lakh KWH of electricity has been successfully saved.

### ENERGY CONSERVATION (IN KWH)





## Solarization

Solar power is the energy from the sun that is converted into thermal or electrical energy. Its technologies are broadly characterized as either passive solar or active solar depending on how they capture and distribute solar energy or convert it into solar power.

### Advantages of Solar Energy

- ▶ Renewable Energy Source
- ▶ Reduces Electricity Bills
- ▶ Pollution- free
- ▶ Diverse Applications
- ▶ Low Maintenance Costs
- ▶ Technology Development

Spark Minda Group is trying its bit by expanding infrastructure and upgrading technology to provide clean energy in all its businesses. Subsequently, solarization in the group factories are installed in 2 phases:-

Phase 1 includes the Opex model, where solar panels are installed in the rooftop of the factories.

Phase 2 includes the Capex model, in case of limited roof space availability for Solar panel installation (less than 50%-60%) the factories will opt for investment in the solar park for taking solar energy from them.

In FY 19-20, 12.13 Lakh kWh of electricity was generated through solar power. Till date 58.15 Lakh kWh of electricity has been generated.





## Water Conservation

In alignment with SDG 6, the group has implemented integrated water resource management at all levels by promoting and implementing water harvesting, water efficiency, wastewater treatment, recycling, and reuse technologies. The factories are continuously improving internal processes to reduce our water footprints so that our neighboring communities can get water for their agriculture and other uses, especially in geographies which are water-scarce and some have a low water table.

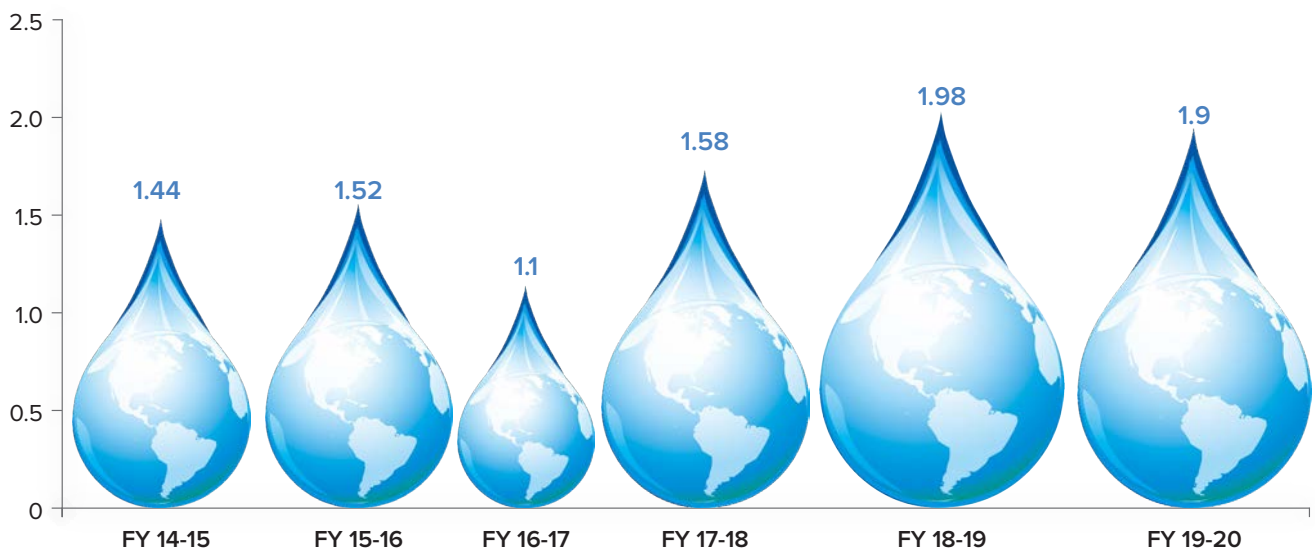
The Group is constructing and maintaining water harvesting structures like rainwater harvesting, village ponds, etc.

Along with water harvesting, The Group is also working on optimal water utilization by promoting water recycling by calculating water efficiency as per the business.

The Group's goals for water conservation include:

- ▶ Water Audit for reaching to water positive state
- ▶ Switching to sustainable landscaping
- ▶ Zero discharge from our units
- ▶ Water-saving through water conservation, water harvesting, and wastewater treatment to be done for future sustainability.
- ▶ Installing a water control system for all washrooms that control water pressure and flow or fit taps and showerheads with water flow reducers or aerators. Water flow reducers on taps can save 30% of water
- ▶ The STP/ETP recycled water is used instead of tap water for domestic use like gardening toilets cleaning, etc.

### WATER CONSERVATION (IN KL)



Through our water conservation initiatives, The Group has recycled 1.9 lakh KL of water in FY 19-20 and, till date 9.62 lakh KL water has been recycled.







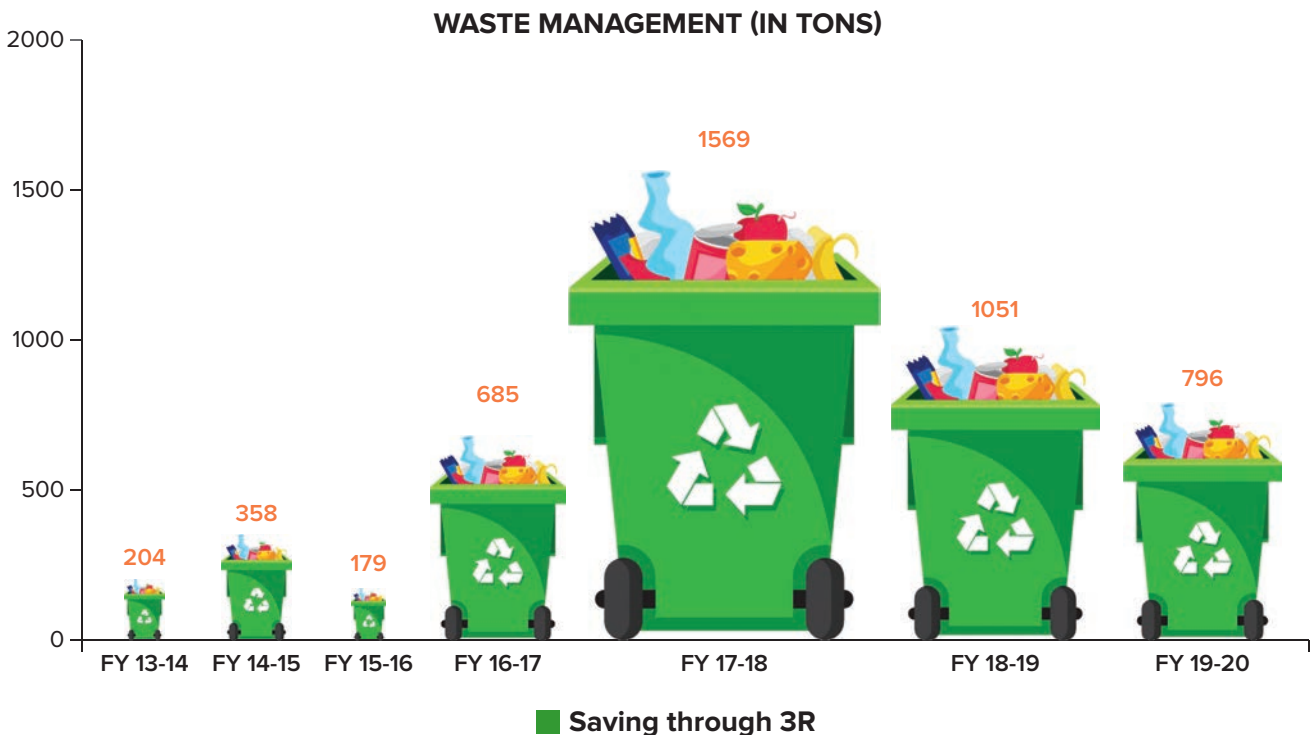
## Waste Management

Waste management is intended to reduce the adverse effects of waste on human health or the environment. To contribute to the creation of a recycling-oriented society, the Group conducts several 3R initiatives (3R = Reduce, Reuse, Recycle).

In the factories, waste collection bins are installed at all identified important places for proper waste management. All bins are color-coded according to the specific waste like paper, plastic, cloth, oil, and metal. Timely Awareness and training are also given to the staff so that they are well aware of its implementation. We are also concerned about minimizing the usage of stationary paper for printing and maximizing the reusing of packaging materials.

Some of the 3R measures adopted by the group include:

- ▶ Reusing the crystal foam cover in the molding which are return from the assembly line
- ▶ Filtering transformer oil and reusing it for the transformer again
- ▶ At the ergo pack line daily 500 plastic bags are reused. Each bag cost was 2 rupees, so daily there is a saving of Rs. 1000/-
- ▶ Reuse plastic rejection material by grinding at molding
- ▶ Reuse of Jig Fixture and Tools in P.E.
- ▶ Garden waste recycled through vermi composting
- ▶ Reduction in packaging material weight by new design development. Eg.ITL packaging
- ▶ E-Waste to an authorized vendor for recycling



In FY 19-20, total saving through 3R is 796 tons and till date it is 4842 tons.

# Prison Project

## Introduction

Poverty, migration, childhood abuse, neglect, lack of opportunities are some of the reasons due to which people commit crime and deviancy in society rises. The project is built on the idea that justice in its essence is based on reformative action and aims to reduce crime in society by creating opportunities for inmates. Through this project, we aim to reduce deviation in society by imparting skills and providing employment accessibility to inmates in prisons.

Under this initiative, inmates are trained in the skills required to work in an automotive factory, manufacturing facilities are simultaneously set up within the premises and inmates in accordance with state laws.

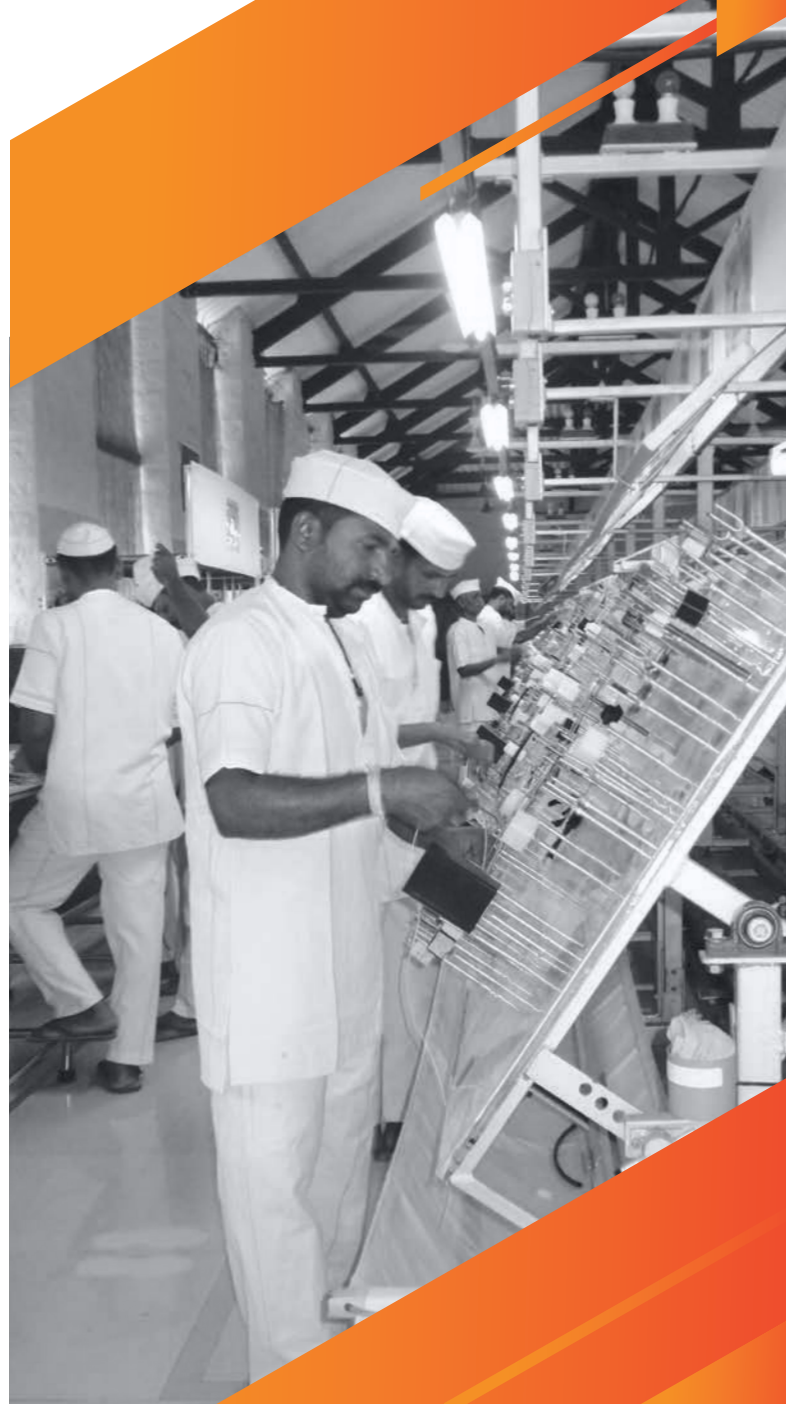
## Our Model

Based on a Public- Private Partnership model, this initiative is one of its own kind in India's Automotive Industry. Under this initiative, the automotive manufacturing facility is setup inside prison premises to impart skill and provide employment to Prison inmates. This project has created an opportunity for the inmates, who get employment inside the Prison and can support their families from Prison itself through income generation.

Under this project, inmates are trained and employed during their term.

In addition to this, counseling of inmates and their families are also organized to create a development-oriented environment in the prison for their entry back in the society.

A dedicated team of Spark Minda trains the inmates sentenced a term of 7-14 years or life imprisonment. These inmates are paid for their work as per legal compliances. Out of their





earned money, the major part goes to the inmates' families. Some part of it is spent on the welfare of the inmates and a part of the wages go to the victims' families also.

Essentially, there are four stakeholders of this programme:

- ▶ **Prison Authority:** To provide necessary sanctions, to allocate space, to arrange utilities, to identify inmates and to facilitate payments.
- ▶ **Inmates:** To train and participate in the manufacturing process.
- ▶ **Spark Minda Group:** To setup the manufacturing inventory, to train the inmates, to ensure product supply chain and to pay remunerations.
- ▶ **The purchaser of Auto products:** The customers of Spark Minda Group also sign the tripartite agreement to purchase the finished product, this ensures the sustainability of the project.



**Papia Biswas**  
Yerwada Central Female  
Prison, Pune

I have 4 year's experience as a Process Engineer at Minda Corporations Ltd – Security System Division. Now I work at Yerwada

Female Jail on this project. I feel very good working here. Jailer Mam & Inmates are very helpful to me.

The Products manufactured are Switch Body Assembly, Liver Holder Assembly & Cam Assembly whose customer is Bajaj Auto Limited, Customer for Cable Assembly & Seat Latch Assembly is TVS. For LB Assembly the customer is Honda. The atmosphere is amiable & good for work.



**Annasaheb Kale**  
Yerwada Central Male Prison, Pune

I am Annasaheb Kale from Pune. I am handling this project which is started by Spark Minda Group at Yerwada Central Male Prison from 2015. While working here, we are receiving valuable support & guidance from the company staff as well as the Prison Superintendent and his staff. I have been following the rules. I am very lucky & happy to work in this project.

There are currently 50 inmates working in this unit. The inmates working in this unit are improving & the mental state is also changing. They are honest and enjoy the work assigned to them. So, there is no rejection. In this Project we manufacture Wiring Harness for Mahindra & Mahindra Vehicles. In this we produce over 2000 wiring harness in a month.



**Pankaj Sarve**  
Nagpur Central Male Prison, Nagpur

I have been working in Nagpur Prison Project since September 2016. There are three types of manufactured Wiring Harness in this project. These products are directly supplied to Mahindra & Mahindra Company for Bhumiputra Tractor. Monthly approximately. 3500 Wiring Harness Assembly manufactured here. Inmates are working smoothly.

Due to the high number of inmates in this jail, the Superintendent has requested us to increase the work. This will allow more inmates to take advantage of the project. Inmates are provided with work certificates of work after their term is completed in the prison.





### Rashida Khan

Harsul Central Female Prison, Aurangabad

I have been working on this project for the last 4 years. This Project produces Lock Switch Body Assembly for Bajaj Auto Ltd. company two-wheelers. Initially, I was a little scared to work in this project but Mr. Sachin Patil Sir (MCL-SSD-ABD /Head-SBU Operation) showed great courage & said that you should definitely do this job.

There are now 13 Female Inmates working in this project. All these inmates were initially working in the Agriculture field, so they had little difficulty in training. But now all inmates are working honestly with all their hearts. The Company's production targets are easily completed. All the Inmates are very happy. They have told me that since we arrived, we feel like we are at home. It doesn't feel like Jail. Our days go very well. Now working with them gives me great satisfaction, that I am helping to create a Crimeless Society.









## Our Facilities

Yerwada Central Prison, Pune - Female	
Inauguration Date	03rd August 2018
Facility Installed by	MCL-SSD-PU
Production	Lockset Sub Assembly
Customer	Bajaj Auto Ltd
Monthly Targets (Qty)	1,00,000
No. of working Inmates	24
Nagpur Central Prison, Nagpur - Male	
Inauguration Date	September 2016
Facility Installed by	MCL-WHD-MUR
Production	Wiring Harness Assembly
Customer	Mahindra & Mahindra
Monthly Targets (Qty)	3,500
No. of working Inmates	25





### Harsul Central Prison, Aurangabad - Female

Inauguration Date	04th November 2016
Facility Installed by	MCL-SSD-ABD
Production	Lockset Assembly Unit
Customer	Bajaj Auto Ltd
Monthly Targets (Qty)	1,45,000
No. of working Inmates	13

### Yerwada Central Prison, Pune - Male

Inauguration Date	27th October 2015
Facility Installed by	MCL-SSD-ABD
Production	Wiring Harness Assembly
Customer	Mahindra & Mahindra
Monthly Targets (Qty)	2,000
No. of working Inmates	50



# COMMUNITY HEALTHCARE







# Health and Wellbeing

India is the second most populated country in the world with a population of more than 1.3 billion people and rapidly growing further every day. As a developing nation, we continue to battle with a growing population and lack of equity to access resources. We must make equal access to health services and sanitation a priority in our development practice.

Keeping this into consideration, Spark Minda Foundation has developed programmes to cater to the needs of the rural population in 5 different states – Uttarakhand, Haryana, Uttar Pradesh, Maharashtra and Tamil Nadu. These programmes aim at women empowerment, accessibility to basic health care and hygiene and also blood donation drives.



# SHAKTI

## A Women's Health Programme

Empowering women means accepting and allowing women who are on the outside of the decision-making process into it. It is the process for women to redefine gender roles that allows for them to acquire the ability to choose between known alternatives who have otherwise been restricted from such an ability. Empowering women to take decisions about their own health also helps women take control of their lives in society and in their communities. Through this project, we aim to make women aware and create access to safe and secure sanitation, which they are yet to achieve along with the right to live with respect and dignity.

Shakti is a social initiative of Spark Minda Foundation which envelopes improving women's life through improved health and hygiene. We aim to promote safe menstrual management and hygiene, family planning and reproductive health knowledge among the local, rural and tribal communities of Maharashtra, Uttar Pradesh, Uttarakhand, Haryana and Tamil Nadu. The Programme aligns with the following SDGs- 3, 5, 6, 11 and 17

### Community Sources

- ▶ Asha workers
- ▶ Anganwadi workers
- ▶ NGOs working in the community





## Duration

This project is executed in two phases.

### Phase- I

In this phase, a session is conducted to create a basic understanding of how the female body functions, how it transits from child stage to puberty, a biological understanding of menstruation, taboos and myths associated with it, discussions

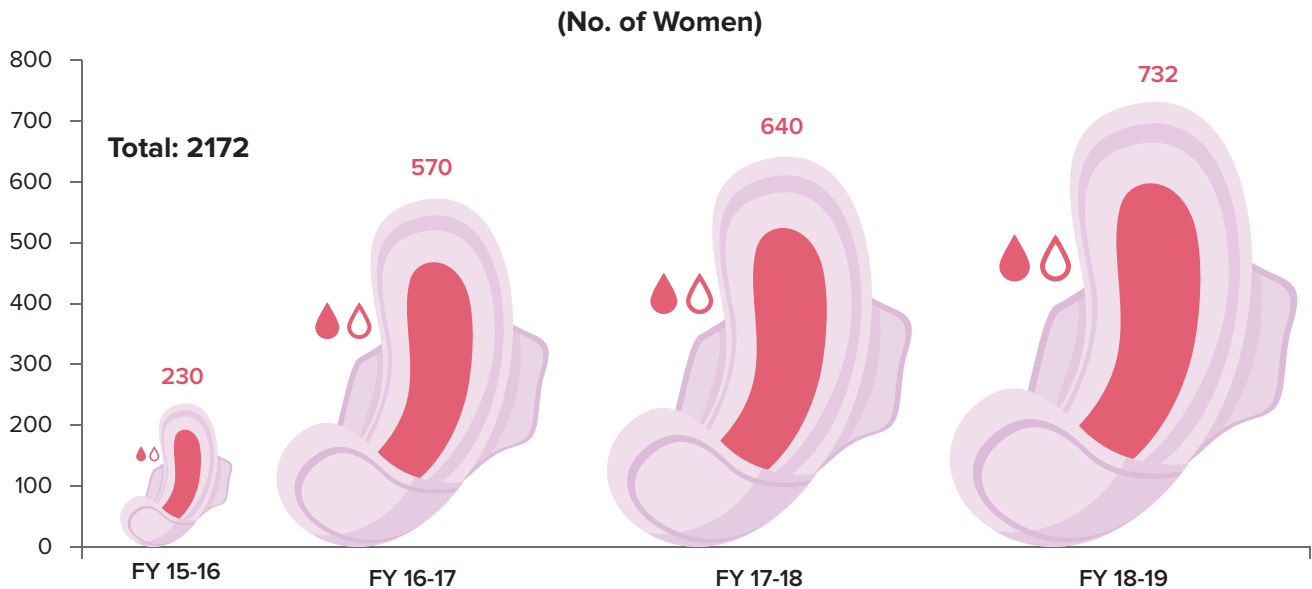
about community-specific understanding is done in detail to bring out the rationale of menstruation.

### Phase- II

In the second phase, we aim at equipping women with basic skills that will help them manage menstruation through available menstruation products. Women are also taught how to make their own sanitary napkin to ensure sustainability and livelihood generation.



## NUMBER OF WOMEN COVERED UNDER MENSTRUAL HYGIENE PROGRAMME (YTD)



## FAMILY PLANNING AND REPRODUCTIVE HEALTH

Family planning is arguably one of the most important public health advancement in the last century, and it ensures a woman's ability to decide if and when to have children. This programme was conceptualized to promote a comprehensive understanding of healthy family planning and reproductive health.

Family planning service includes counseling,, education, access to contraception and access to safe abortion. India is the 2nd most populated country, to lower down the population rate Indian Government started the family welfare programme and is integrated with reproduction and child health. To supplement this initiative of the government Spark Minda Foundation organises awareness campaigns across 4 states.

The focus of this programme is:

- ▶ to create awareness about what makes families happy and healthy
- ▶ to create awareness of modern family planning methods amongst the men and women and about the prevalence of STDs
- ▶ to protect the health of women and educate about high-risk pregnancies

- ▶ to promote the health of children by allowing sufficient time between pregnancies
- ▶ to support women's rights and opportunities for education, employment and full participation in society
- ▶ to raise awareness to stabilize population growth

Lack of awareness on family planning leads to poorly spaced birth of children, malnourished children and mothers, infant mortality and maternal mortality.

## MOBILISATION OF COMMUNITY

The Asha and Anganwadi workers of the concerned community were approached for their assistance in accomplishing household visits to mobilise the community members for the training programme. The local NGOs working for the empowerment of women were also major support in completing the programme successfully.

Spark Minda Foundation had a commitment to benefit 3000 women under Menstrual Hygiene, Family Planning and Reproductive Health programmes with the UN. The organisation has till date reached 3024 women, adolescent girls and men through this programme.





## सुरक्षित माहवारी – सुरक्षित जहाँ

जतन संस्थान पिछले 20 वर्षों से किशोर-किशोरियों और युवाओं के साथ मिलकर प्रजनन स्वास्थ्य से जुड़े उन मुद्दों पर काम कर रही है जिन पर आपतौर पर बात तक नहीं की जाती। सुरक्षित माहवारी का मुद्दा भी ऐसा ही मुद्दा है जिस पर चुप्पी तो है ही, इस से जुड़ी बहुत सी गलत धारणाएँ और भ्रांतियाँ भी हैं।

इन्हीं सब बातों को ध्यान में रखते हुए जतन ने इस विषय पर काम करने के लिए एक अलग इकाई गठित करने का निर्णय लिया और सुरक्षित माहवारी के लिए एक अभियान शुरू हो गया। माहवारी से जुड़ी भ्रांतियों को दूर करते हुए इसे स्वच्छ और सुरक्षित बनाना इस अभियान का लक्ष्य है और इसके लिए अध्ययन, प्रशिक्षण, सन्दर्भ सामग्री निर्माण और पैरवी करना हमारा मुख्य काम है।

स्पार्क मिंडा समूह ने हमारे इस काम को समझा, इसे पहचान दी और इस का विस्तार करने के लिए अपने क्षेत्र में हमें काम करने का अवसर दिया। हमारे लिए ये बहुत अच्छा अवसर था। इस समूह से जुड़ने का, क्षेत्रकी महिलाओं के साथ अपने अनुभवों को साझा करते हुए एक सामान्य समझ बनाने का और इस मुद्दे को व्यापकता देने का। इस अवसर को हमने खूब एन्जॉय किया और बहुत कुछ सीखा।

स्पार्क मिंडा द्वारा आयोजित प्रशिक्षणों में भाग लेते हुए हमने इस बात को महसूस किया कि क्षेत्र चाहे जो भी हो, माहवारी से जुड़े मुद्दों पर उठे सवाल और उनके समाधान एक जैसे ही तो होते हैं। फिर चाहे वो हमारे देश का कोई भी हिस्सा क्यों न हो।

साथ ही ये भी सीख बनी कि ये मुद्दा आपसी जुड़ाव बनाने में बहुत मददगार है। शायद इसीलिए जो एक बार हमसे जुड़ाबसवो हमारा और हम उनके होकर रह गए।

इस मुद्दे पर संवेदनशीलता के साथ काम करने और आगे बढ़ाते रहने के लिए इस भावनाकी जरूरत भी है। उम्मीद है ये सिलसिला यूँ ही चलता रहेगा और अपने लक्ष्य को प्राप्त करने की दिशा में आगे बढ़ता रहेगा।

साभार

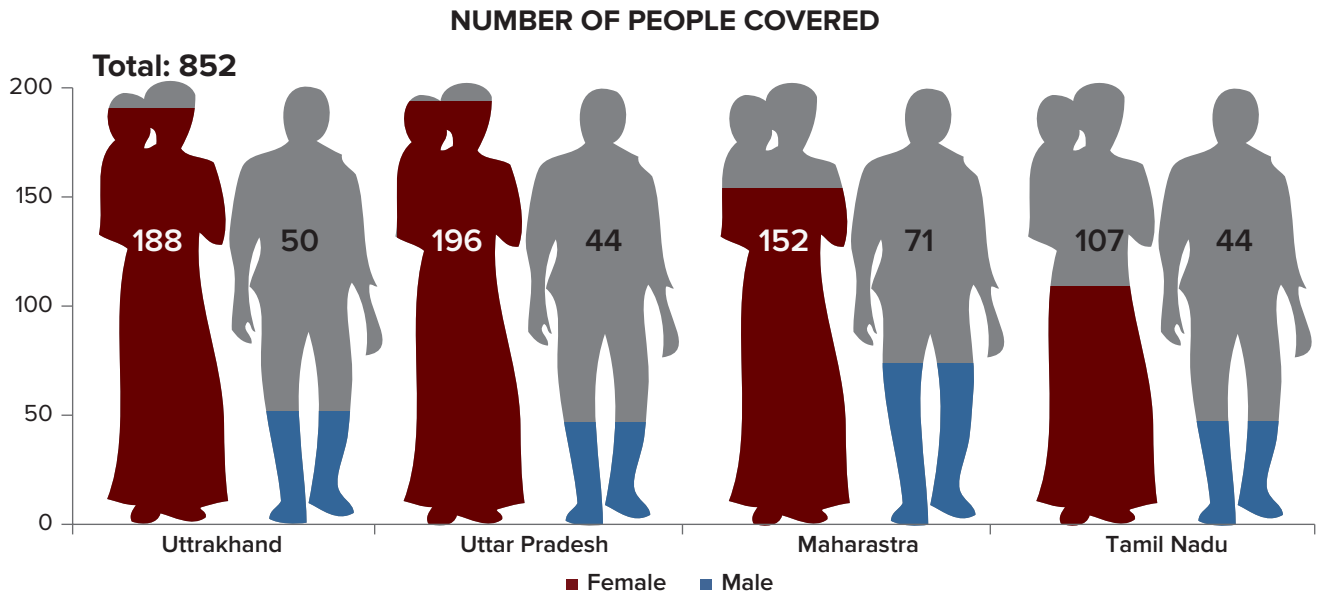
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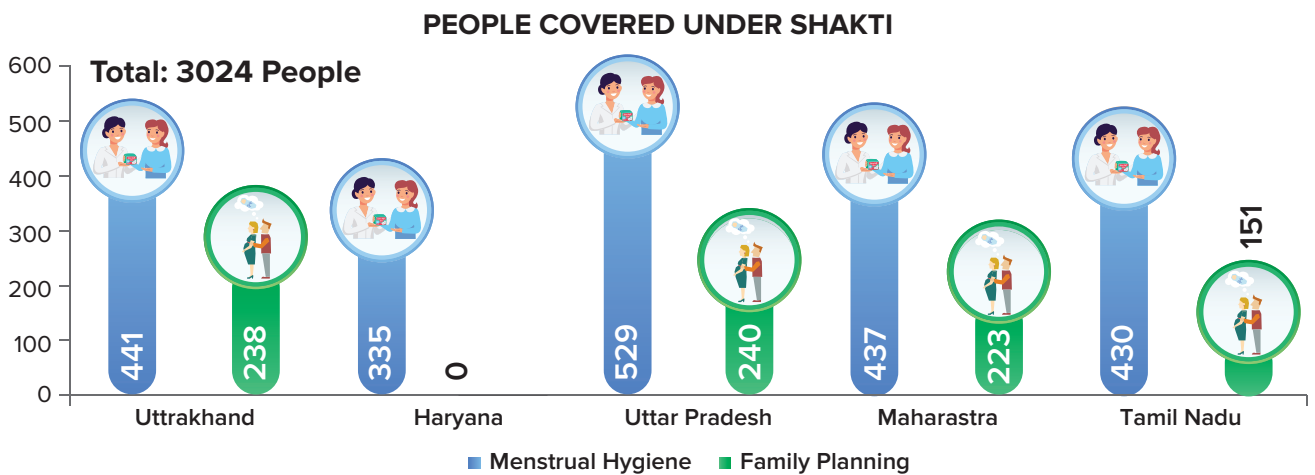
जतन संस्थान



No. of people covered under Family Planning and Reproductive Health Modules

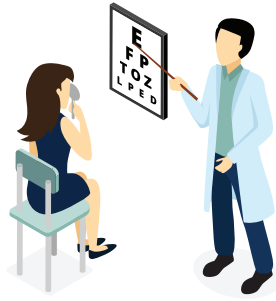


Total No. of people covered under Shakti





# EYE Healthcare



Eye healthcare is a topic which only comes into the picture after adversity hits. It is seldom that people get their eyes tested for no reason. But what we don't consider is the fact that a lot of eye diseases don't have warning signs and hence getting your eyes tested along with the body is a necessity.

This is more-so laidback in rural areas with the underprivileged population. Seeking consultation only when utmost needed, is something that needs to change. In bringing about this change in the villages that Spark Minda Foundation caters to; the most common reason for neglect

was the lack of accessibility. Catering to this need and following the sustainable development goals in regard to health, we are providing health care services to those who can't avail it due to unawareness, lack of accessibility, and cost-effectiveness. We reach out to people at ground level and support them. Help Age India has been our partner in facilitating these Eye Health Camps since the inception, this is with the support from the local CMO. From past three years, more than 10,000 people have been served without any charges under this umbrella, across our various centers throughout the country.





## What we do?

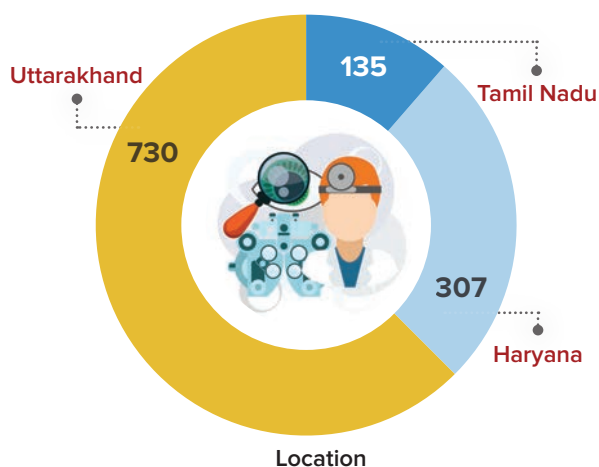
- ▶ Conduct eye check-up camps in 5 different states
- ▶ Distribution of Spectacles
- ▶ Accessibility to eye drops and medicines, as prescribed
- ▶ Referrals to partner hospitals for surgeries of cataract

In the financial year 2019-2020, a total of 1172 people have been benefited from our Eye health camps which were conducted in the villages of Haryana, Tamil Nadu and Uttarakhand. During these camps, we cater to the rural population in and around the respective village; right from children to senior citizens, this check-up camps are available with no charges to anyone and everyone willing to get their eyes tested.

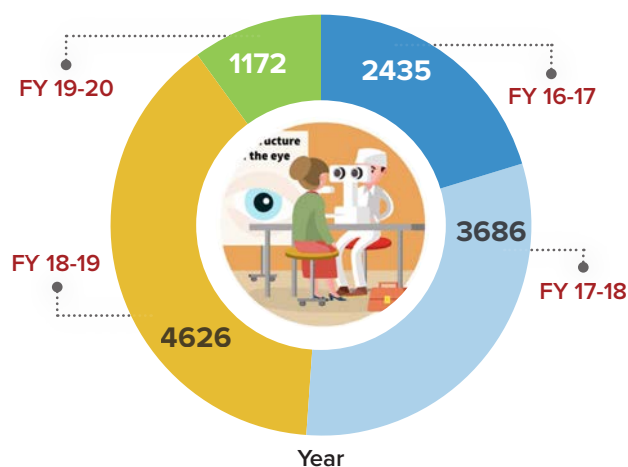
The foundation has been catering to the eye healthcare of the communities since 2016-17. Till date, we have covered close to 12,000 people from these camps. These people have either been provided with spectacles, eye drops, medicines or have been referred for surgeries.

Apart from this, there have been people who just had a routine eye check-up at these camps. These camps have been proven beneficial time and again with the vast range of eye problems that it caters to. The facilitation through HelpAge India ensures the accessibility of these services even to the most remote locations in rural India. There have been instances wherein the availability of the spectacles had made reading and writing much easier for the youth and the adults. Thus these camps not only benefit the people for time being but also play an important part in the sustenance of their education and learning.

**AGGREGATE PEOPLE TREATED AT EYE HEALTH CAMP IN 2019-2020**



**AGGREGATE PEOPLE TREATED AT EYE HEALTH CAMP IN (YEAR-WISE)**





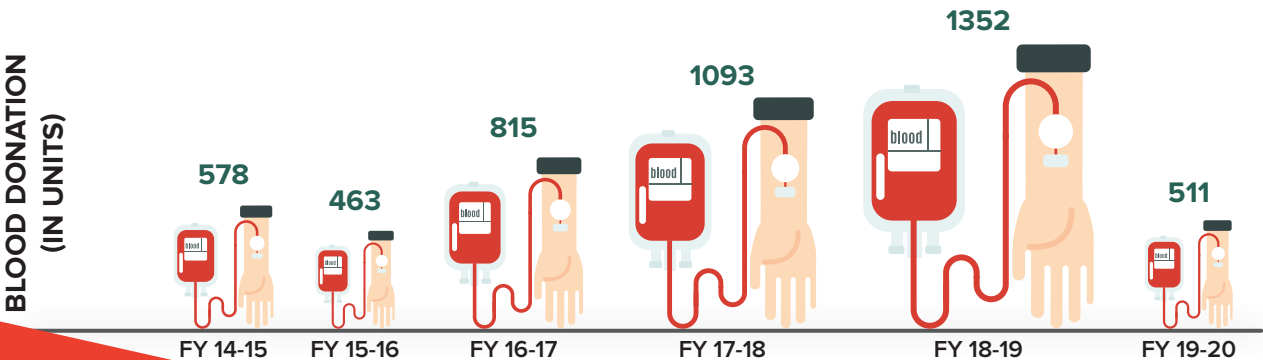
# BLOOD Donation Camp

Blood donation is one of the most significant contributions that a person can make towards the society. Despite being a country with a population of 1.2 billion, India faces a blood shortage of 3 million units. The problem can be addressed if an additional 2% of the Indian population donates blood. Blood cannot be manufactured; it has to come through a voluntary donor. Adults have 10 pints of blood; 1 pint is collected during donation.

The WHO recommends countries have at least 10 donations per 1,000 people. If an individual donates blood 2-4 times a year, blood shortages could be prevented. Spark Minda Foundation, intervenes through its CSR campaigns to bridge the blood requirement gap by organizing blood donation camps in group factories. It also involves the nearby community with the help of Gram Panchayat, Rotary Club, Red Cross, National Thalassemia Society and hospitals. A total of 4,812 units have been donated by the employees of Spark Minda Group until September, 2019.

In FY 19-20, respective factories conducted awareness sessions about the benefits of donating blood among all employees. Additional awareness sessions were conducted by Ghaziabad Blood Bank in Uttar Pradesh. Blood donation drives are organized in every factory across India. A total of 511 blood units were donated from the companies of Spark Minda Group till September, 2019.

\*For 2019-2020 data has been received till first quarter.



# COMMUNITY

## Medical Camp

Sustainable Development Goal 3 - Good Health and Wellbeing, reflects on the importance of health for each and every individual, but more than half of the population still does not have access to essential health services. Any holistic service requires providing timely and effective healthcare to people and communities. With the objective of providing health-related awareness and essential services, Spark Minda Foundation continuously conducts medical camps in the community nearby it's factory areas to identify the basic healthcare needs.

During the medical camps General Physicians, Gynecologist, Pediatrician, Orthopedics, Dentists are involved for providing basic healthcare checkups and services to the underprivileged community.

These health Check-up Camps are organized in collaboration with the Gram Panchayat and Hospitals like Balaji Hospital in Uttar Pradesh, SRM Hospital in Tamil Nadu, Shri Gajanan Hospital in Maharashtra. These camps have covered 414 people in FY 19-20 and 11,297 people till date.







# REACHING THE UNREACHED





# COMMUNITY Infrastructure

At Spark Minda Foundation, we aim to ensure the availability and accessibility of sanitation and other facilities to the community. Spark Minda Foundation under the SDG 6 -Clean Water and Sanitation, SDG 11 -Sustainable Cities and Communities and SDG 4- Quality Education has developed following Community Infrastructure projects for the upliftment of people.

Under the Community infrastructure programme, 21 facilities are being provided in different states of the country.

## Financial Year 2018-19



Smart Class at Govt. High School, Vengadu- Chennai.  
Estimated no. of beneficiaries covered- 120



Smart Class at Bhairavnath Vidyalaya, Donde-Pune.  
Estimated no. of beneficiaries covered - 300



Toilet at community place, Pantnagar, Uttarakhand.  
Estimated no. of beneficiaries covered- 500



Smart Class at Govt. Primary School, Ravindranagar-  
Pantnagar. Estimated no. of beneficiaries covered- 200

## Financial Year 2017-18



Classroom Construction at Government Primary School, Ravindranagar-Pantnagar. Estimated no. of beneficiaries covered -250



Safe Drinking water project at Govt. school, Vengadu-Chennai Estimated no. of beneficiaries covered -128



Solar Panel installation at Water Distribution Scheme, Donde- Pune. Estimated no. of beneficiaries covered - 3000

## Financial Year 2016-17



Toilet Construction at Cremation ground at river side, Donde- Pune. Estimated no. of beneficiaries covered - 1200



Safe Drinking water project at Balika Vidya Mandir Jr. High School, Jagatpura-Rudrapur. Estimated no. of beneficiaries covered -650





Toilet Construction at Rajkiya Prathamik Vidyalaya, Ravindranagar-Pantnagar. Estimated no. of beneficiaries covered- 300



Safe Drinking water project at Zila Parishad School, Donde- Pune. Estimated no. of beneficiaries covered -400



Safe Drinking water project at Zila Parishad School, Saidani Thakarwadi, Donde-Pune. Estimated no. of beneficiaries covered -500



Toilet Construction at Zila Parishad School, Donde-Pune. Estimated no. of beneficiaries covered- 250



Solar Panel installation at Panchayat Building at Pune, Chennai, Greater Noida. Estimated no. of beneficiaries covered -800



## Financial Year 2015-16



Solar Panel installation at Bhairavnath Vidyalyaya Donde-Pune. Estimated no. of beneficiaries covered -200



Rest Room construction for Women Police, Chakan-Pune. Estimated no. of beneficiaries covered - 35



Solar operated Power backup setup for Computer Lab at Bhairavnath Vidyalyaya, Donde, Pune. Estimated No. of beneficiaries covered - 310

## Financial Year 2014-15



Toilet construction at Saraswati Shishu Vidya Mandir, Uttarakhand, Estimated no. of beneficiaries covered -1000

Maintenance of these facilities are done by Gram Panchayat, School Management Committee and

respective community institutions. These facilities are estimated to reach 10,000 people annually.





# MOGA DEVI MINDA

## Charitable Trust

Moga Devi Minda Charitable Trust was established in 1982 by Late Shri. Shadi Lal Minda. The programmes of this trust are now taken care of by Corporate Social Responsibility (CSR) initiatives of UNO MINDA and SPARK MINDA group of industries. It is a non-political, social, and humanitarian and welfare organization. It is registered under the Societies Registration Act,

1860 and also registered under Section 12A of the Income Tax Act.

MDMCT has the following units named as:

1. Minda Bal Gram
2. Moga Devi Minda Memorial School
3. S L Minda Skill Center
4. SL Minda Memorial Hospital



## MINDA BALGRAM

Minda Balgram is a child home, licensed with the Department of Women and Child Development, Government of NCT of Delhi. Minda Balgram is an expanse of love and cares for children who need “care and protection”. Some highlights of last year’s activities of Minda Balgram are given below.

As of 2019 613 children have been admitted since inception (The year 2001) and out of which 534 children restored whereas presently 75 children are residing in Balgram.



## MOGA DEVI MINDA MEMORIAL SCHOOL

Moga Devi Minda Memorial School started in 2010 and is spread over 6 acres in a safe, peaceful, and eco-friendly environment with picturesque surroundings. The school is recognized and affiliated with CBSE. MDMMS has well-designed classrooms and has already set a high standard of quality and value-based education. MDMMS is a school with a difference. It encourages co-existence instead of cut-throat competition; it provides a learning environment instead of rote

learning and encourages creative thinking instead of being monotonous all the time. The school is a Senior Secondary Co-education school and has more than 1300 students for FY 2020-21. MDMMS caters to provide high-quality education in the rural area with excellent facilities like library, laboratories for Physics, Chemistry, Biology, Mathematics and Environment Science; and playgrounds. The school is well equipped with an Art and Craft Room, Music Room and a Medical infirmary. In FY 2019-20 1403 Students have been benefited from the facilities of the School.





## SL MINDA SKILL CENTER

SL Minda skill Center (SLMSC) is established in 2007. It provides vocational training to rural youth. SLMSC is accredited with the “National Institute of Open Schooling” which belongs to the Ministry of Human Resource and Development, Government of India. Vocational training is provided in different subjects like Computer (Basic course), Computer Application, Computer Hardware and Networking, Desktop Publishing, Beauty culture and Indian Embroidery, Cutting and Tailoring, etc.

The head SLMSC is situated at village Bagla, Hisar-Haryana. Currently, seven vocational training centres are running which are located at Bagala, Siswal, Jakhod, Matrasharam, Muhabatpur and Jansal village of the Adampur Block District Hisar, Haryana. In FY 19-2020, this center reached to 650 people.





## SL MINDA MEMORIAL HOSPITAL

In 19-20, SL Minda Memorial Hospital had taken many initiatives for the benefit of people. The endeavor of the hospital has always been to provide quality healthcare to people of Adampur Block. The response of the people to seek medical advice from Minda Hospital has been very encouraging and overwhelming. MDMCT emphasized on strengthening the different

departments of hospital VIZ; Medicine, Obstetrics & Gynaecology, General Surgery, Orthopaedics, Paediatrics, Dental, Physiotherapy, Pharmacy, Eye, Ent, Skin, and Psychiatry. A medical team and other staff were recruited as per the need and state-of-the-art facilities including purchasing of new medical treatment procedures. We have catered to about 94698 patients. Data till March 2020.

# S L MINDA MEMORIAL HOSPITAL





# Professionals with a Difference

## TEAM CORPORATE



**Sarika Minda**  
Chairperson and Director, SMF

Sarika Minda is the Chairperson and Director of Spark Minda Foundation. With her socialist views and philanthropic values, she has dedicated herself for the upliftment of lesser privileged section of society. Her work for the empowerment of the persons with disabilities has helped a lot of divyangs to live their life with dignity. She believes in equity and inclusion of each individual of the society.



**M.K. Pajan**  
Advisor – Group CSR

M.K. Pajan truly believes that by empowering communities in need and working towards their development can bring sustainable change in lives. He has about five decades of work experience in capital goods and auto component industry. He has also worked at top management level for over three decades. He has been with Spark Minda Foundation since its inception and has played a key role in formulating its vision mission, direction and areas of intervention. He always desired to give back to society and help to mitigate the unfulfilled needs of the deprived section of society.



### **Praveen Kumar Karn**

**Head – Group CSR**

Praveen Karn has a cumulative experience of more than 14 years in the field of Community Development and Corporate Social Responsibility. Mr. Karn, a Post Graduate in Rural Development from XISS aspires to serve as a catalyst for the development of the less privileged section of society. He was chosen among the 25 CSR professionals of India by CSR Times; declared among the 50 most influential leaders in CSR by World CSR Congress and 25 Impactful CSR Leaders by India CSR.



### **Deepak Lamba**

**Executive - Finance**

Deepak has 4 years of experience in Finance, Accounts & Auditing. He is a CA-Intermediate G1, a B. Com graduate and is currently pursuing his MBA in Finance. He believes in the systematic funding for the resources. He is taking care of finance & accounts of Spark Minda Foundation and makes sure that the allocated resources are utilized well and helps the community for upliftment.



### **Shobhika Ghai**

**Assistant Manager**

Shobhika has a Master's degree in social work and specializes in women centered practices. She has always been passionate about driving social change through empowerment and upskilling. Prior to joining Spark Minda, she had worked extensively with communities on issues of gender, health and capacity building. At Spark Minda Foundation, she monitors and manages the day to day functions of projects and spearheads women's health care programme.



## TEAM UTTAR PRADESH



**Rashi Kerketta,**  
State Coordinator

Rashi is a young professional and has embarked on a journey for community development in the rural pockets of India. She is a Post Graduate in Rural Management from XISS, Ranchi and has worked with Government of Bihar and ICICI Lombard GIC. A go-getter, ready for planning and implementing strategies with an idea of attaining sustainable development. Experienced in PRA, research, rural product design and market strategy planning; she is presently managing CSR projects at Spark Minda Foundation. Facilitator for DST programme, community level activities at Uttar Pradesh and training coordinator for Spoken English.



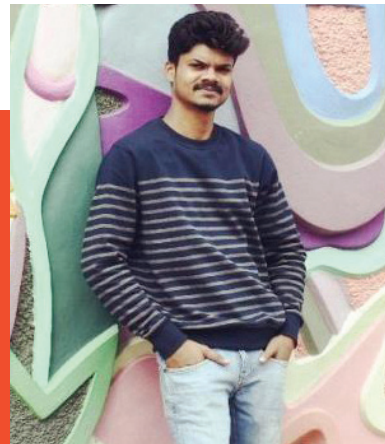
**Shraddha**  
Training and Community Coordinator

Shraddha is working with the organization since 2016. She is a B.A graduate and also has a two-year diploma in fashion technology and is currently pursuing her Post Graduation. She is the training coordinator for cutting and tailoring programme. She also coordinates with stakeholders and community level programmes while taking care of students' exposure visits and guest lectures. She always volunteers for initiatives and programmes at the groundlevel.



**Archana**  
Programme Coordinator

Archana believes that working with full honesty and dedication is the key to achieving the support of the community. She is a B.A graduate and also has a two-year diploma in basic and advanced cosmetology. She is the programme coordinator for Uttar Pradesh and is working with Spark Minda Foundation since 2018. She is taking care of Beauty and Wellness as well as Industrial Cutting and Tailoring programmes. She also handles community management and encourages the community for self up-gradation.



**Gaurav Lal**  
Programme Coordinator

Gaurav Lal is a post-graduate in Rural Management from XISS, Ranchi, and he believes in humanitarian perspective. He has worked in NBFC and he is currently working at Spark Minda Foundation as a Basic Computer and Tally PRO trainer. He is tasked with programme coordination, programme monitoring and community mobilization. He is self-assured and committed to the work he is doing towards the community.



## TEAM MAHARASHTRA



**Nitika Gulhane**  
State Coordinator

Nitika has been working as a CSR professional since 2015. She has an experience of working with more than 12 CSR partners. She has been recognized as APJ Abdul Kalam Fellow and was awarded by the CM of Maharashtra. As a state coordinator, she wears many hats. She is a computer engineer and has completed PGDM in CSR. She believes that women empowerment and gender equality is essential for our society to ensure the sustainable development of the country. She is a dedicated social professional who is optimistic towards whatever task she gets into and holds an opinion that "if there's a will, there's a way to every problem".



**Nilesh Pawale**  
Programme Coordinator

Nilesh has been working since 2011, with about 6 years of experience in Corporate Social Responsibility. He is a hard worker and a social catalyst with the best community rapport skills. He has great experience of dealing with the stakeholders and the community. He takes care of different programmes at PAN India level which includes tally Programme, Infrastructural Projects Maintenance, replicating good practices among them. He is a B.A, a Diploma holder in Mechanical Engineering and has a certification in Computer and Tally.



**Manjushri Bhagwat**  
Training and Community Coordinator

Manjushri has more than 16 years of experience as a Beautician. She has completed CIDESCO, ABTC and her Master's in Makeup and Hairstyling. She is a vibrant lady with a great personality. She believes in positive change which can be brought into society. She is a loving teacher and a great motivator for her students, who has helped many of her students to become entrepreneurs.



**Kirti Daundkar**  
Training and Community Coordinator

Kirti has in total 4years of work experience. She has worked as an Import and Export Administrator and is currently working as a Beautician. She was once an Aakarshan student, it was her interest and will power which made her successful. She has not only helped herself to overcome difficulties but also to become an independent and self- motivated woman. She is always enthusiastic to try new things and to learn more. She has a Diploma in Export and Import Services, Diploma in Beauty and wellness and is currently pursuing ABTC.





**Mohini Honawale**  
Training and Community Coordinator

Mohini Honawale has an experience of 5 years in Fashion Designing and Tailoring. She is a B. A graduate and has completed her Master's in Fashion Management and Designing. She is confident and dedicated to the work she is doing for the community. She is a hard worker and loves to do her work passionately and wants to dedicate her life to the community.



**Sumedh Lawhale**  
Project Coordinator, Saksham

Sumedh is a Doctor of Prosthesis and Orthosis and is thus involved in the Empowerment of Persons with Disabilities. With involvement in the community, he has developed a rapport with quite a few organizations working for the same cause. With the cooperation of other like-minded organizations, Dr. Sumedh wishes to soon have a society with no barriers and inequality.

## TEAM UTTARAKHAND



**Gaurav Mahtolia**  
State Coordinator

Gaurav is working as an experienced CSR professional with demonstrated history of working in managing and evaluating social programmes at Spark Minda Foundation. He has a Diploma in Software Engineering and is currently pursuing his Master's in Social Work. He has a cumulative experience of 10 years in software engineering and in CSR. He is currently working across different verticals in social development, skill development and education sector. He encourages his students and brings out the best in them.



**Raju Kumar**  
Programme Coordinator

Raju Kumar has been working in Spark Minda Foundation since 2014 at Project Office, Uttarakhand. He has completed his B.A, Diploma in Computer Application and Tally. He is the training coordinator of computer, tally and accountancy. He coordinates the community infrastructure projects and is actively involved in all the activities which are provided to the society. He is associated with the organization from its initiation. Raju is a compassionate man who believes that the life of a man is not in seeing visions and in dreaming dreams, but in active charity and in willing service.





**Tanya Saini**  
Programme Coordinator

Tanya believes in being a change maker and inspiring others in overcoming the challenges to bring positive changes in the community. Her degree in tourism studies with the combined work experience as a Programme Coordinator with a strong commitment to serving the community, turned her passion into profession. She is currently deployed at Uttarakhand, looking after the community development, skill development programmes and volunteering in various other initiatives.



**KOPAL LOHANI**  
Programme Coordinator

Kopal is the programme coordinator for Project Office, Uttarakhand. She works in different areas of social development for empowering people, developing their skill sets and helping them to create a positive change in society. She likes to coordinate and volunteer for programmes. As a post-graduate in the field of food science and nutrition, she believes that, by providing health care services to society we can help and encourage people to live a Healthy Lifestyle.



**Savita Dhiman**  
Training and Community Coordinator

Savita Dhiman has her Diploma in Fashion Technology and is currently pursuing her B.A. She has an overall experience of 19 years in her relevant field. She has a rich experience in dealing with stakeholders, audience and community ranging from rural to semi-urban population, with an expertise to understand and communicate with them at all levels. She believes that her greatest victory is in bringing about a positive change in the lives of underprivileged children and women.

## TEAM TAMIL NADU



**Balakrishnan**  
State Coordinator

Balakrishnan has been working with Spark Minda Foundation since 2015. He has completed his Diploma in Information Technology (DIT). He is the Training Coordinator for Basic Computer & Tally PRO course in Aakarshan Center. He works for the development of the community in and around Vengadu village. Also, he has a good rapport with the community.



**Elantharaga**  
Programme Coordinator

Elantharaga is the programme coordinator and training faculty for spoken english. She is a passionate individual, who enjoys sharing her knowledge with others. She has completed her M.B.A in Human Resouce. She is a good motivator and her work creates a positive impact on the community.



## TEAM HARYANA



**Pratibha Chauhan**  
Training and Community Coordinator

Pratibha is the Beauty and Wellness programme trainer for Haryana and has been working with Spark Minda Foundation since 2019. She has an experience of 5.6 year in her field. She also handles community management and encourages them for upgrading themselves according to new technology. Pratibha also believes that every individual must be given a fair chance in the community irrespective of any tags. She works with full enthusiasm to train every person that she can. She has completed her B.A., apart from this she also has done her Diploma in Jawed Habib's advance hair course and advance make-up course with a Jijabai ITI Diploma in Cosmetology.



**Lalit**  
Training and Community Coordinator

Lalit is the computer and tally faculty of Aakarshan, Gurugram, in the organization. He is also responsible for the community mobilization as well as to maintain strong relationships with the stakeholders. He is a keen and hardworking person who believes that there is neither a greater joy nor a greater reward than to make a fundamental difference in someone's life.



**Sana Damania**  
State Coordinator

With the passion to work for the upliftment of the lesser privileged part of the society, Dr. Sana Damania embarked on her choices from the very start. With a Post Graduate Diploma in CSR and a Graduate degree in Prosthetics and Orthotics, she is all set to bring to life that passion of hers. Sana has previously worked for the empowerment and inclusivity of the Divyangjan with the Foundation itself. She is now working for the people of Haryana; with the hope that she is able to bring a difference to the lives of these people. She aims at making them more aware and inculcating a sense of independence in them. She is keen on developing the place further by organising programmes for women empowerment, community development, awareness drives; among others.

# Group CSR

## Committee & Board of Directors



### **Ashok Minda**

Chairperson Cgeo and Director, SMF

At Spark Minda, we have been practicing community service far before the legislation came into action. The development of the community has always been an integral part of the work ethic. Bauji has been a strong pillar of support and inspiration in doing work for the lesser privileged part of society. It is because of him that we stand where we do.



### **M.K. Pajan**

Advisor – Group CSR

The CSR wing of Spark Minda Group, has been utilizing the allocated amounts of funding through its various initiatives aimed at the upliftment of the society. With a mission to provide access of education to less privileged section of society; empower the youth through providing skill set and make them employable, facilitate healthcare services to people; protect environment and resources for sustainable future and uplift the persons with disability to sustain in life with dignity, we are committed to bring a better tomorrow. Spark Minda Foundation is always in the prospect to build the community we are in. Uplifting them by making skills and learnings accessible to them, facilitating employment by the presence of our state offices and ensuring their overall development. Sustenance is what we like to aim at with all our programmes.



### **N. K. Modi**

CEO – Business Vertical 2

CSR at this Group has never been about Compliance. It has more to do with having a connect with the community, ensuring the development of the society we live in, having an equal platform for all; irrespective of their background. We have placed more importance in getting the job done rather than by whom it gets done. Skilling is an important aspect which forms the basis of sustenance for any given individual. Hence, skilling is an area of utmost concern and has to be dealt with maximum attention.





### **Pradeep Mann**

**Senior DGM, Group Legal and Secretarial**

At Spark Minda, the act of responsible business was being implemented even before the introduction of CSR to the country. Thus, being a socially responsible company comes naturally to the members of the group. It isn't something that had to be learned about, rather it just needed some structuring of its own and hence the Spark Minda Foundation. The objective of our programmes is to involve the corporate in discharging their social responsibility with their innovative ideas and management skills with greater efficiency and better outcomes.



### **Pramode Parasramka**

**Managing Director, Minda Silca Engineering Limited**

CSR helps an organization to create an appealing image for its parent business. It not only aids to have a good rapport with the community within which it is located but also creates great representation with the businesses that it works with. With the wide spectrum of the CSR activities undertaken by the Spark Minda Foundation, the business units are always working to increase the revenue so as to indirectly benefit the communities at large with its programmes. The initiatives thus also act as an inspiration for the employees to put in hard work.



### **Praveen Kumar Karn**

**Head - Group CSR**

Spark Minda Group has always been setting benchmarks for itself, be it with its community development programmes or with its business integrated projects. The group has remarkably achieved great heights and made sure that the programmes are not only beneficial for the community but also are able to sustain the community. The initiatives taken up are carefully designed around the SDGs and the programmes taken up by the Indian Government. Achieving the necessary outcomes for various programmes are ensured by the team working at the ground level and also by the support and cooperation of our various stakeholders and partners. Implementation and Scalability is what makes a project stand out and we are fortunate enough to have members striving for perfection.



### **R. Laxman**

Executive Director and CFO

At the Group, we not only consider the 2% but also the 98% that makes the business a responsible one. Apart from the projects taken up by the Foundation, practices to reduce carbon footprint, use of non-renewable energy sources and waste generation are taken up by the Group. In this manner, it not only benefits the company but also plays an important role in protection of the environment



### **Sanjiv Jalan**

Group Finance Controller

The Group has always been a part, like a family that's always there around. The programmes and projects taken up by the foundation are always an upscale. They are holistic and cater to majority of the aspects concerning the global world. Every initiative taken up by the foundation has a set target and the achievement of the same ensures a positive influence in the community.



### **Sarika Minda**

Chairperson and Director, SMF

We, at Spark Minda Foundation, believe in the virtue of giving. Imparting knowledge, providing accessibility, facilitating employment, empowering the lesser privileged; are all met by our various initiatives lead by the team. Our team is of utmost importance and is in power to accomplish the goals set by the committee. It is through them that we are able to bring in change and have an impact on the lives of the people.



### **Vikas Thapa**

Group Chief Human Resources Officer

CSR at Spark Minda, gives every member of the group an opportunity to create a difference, to bring about a smile, to educate an ever-learning mind in the society. The members of the group are extremely eager and enthusiastic to be a part of its community activities that take place across the country. Volunteerism, is a part where the group doesn't fall short on and we hope it always keeps on increasing.



# BUSINESS

## CSR Council



*MASL-Noida*



*MCL-WD Greater Noida*



MCL-CD Greater Noida



MCL-SSD Noida



MCL-DCD Pune



MCL-SSD Pune



MCL-WHD Pune





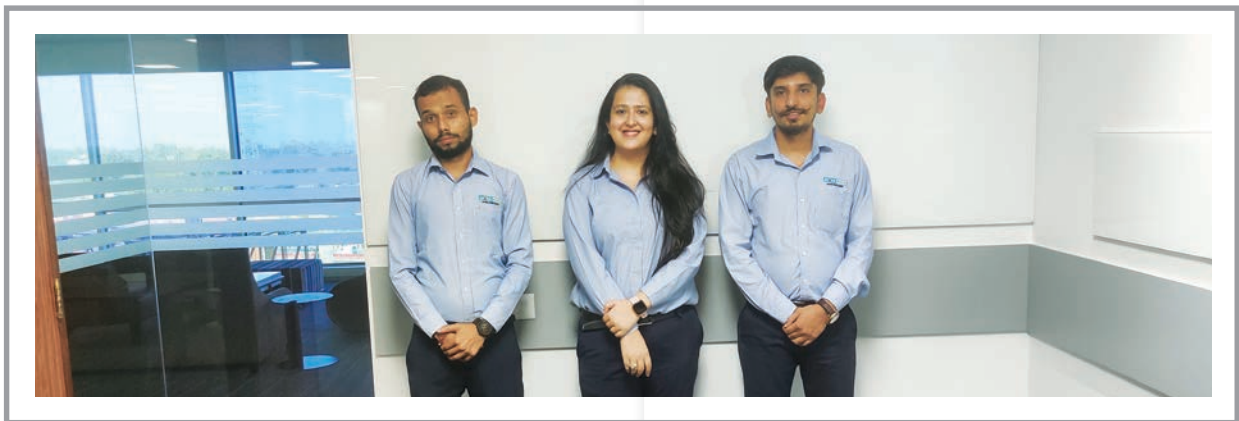
*MV Pune*



*SMIT Pune*



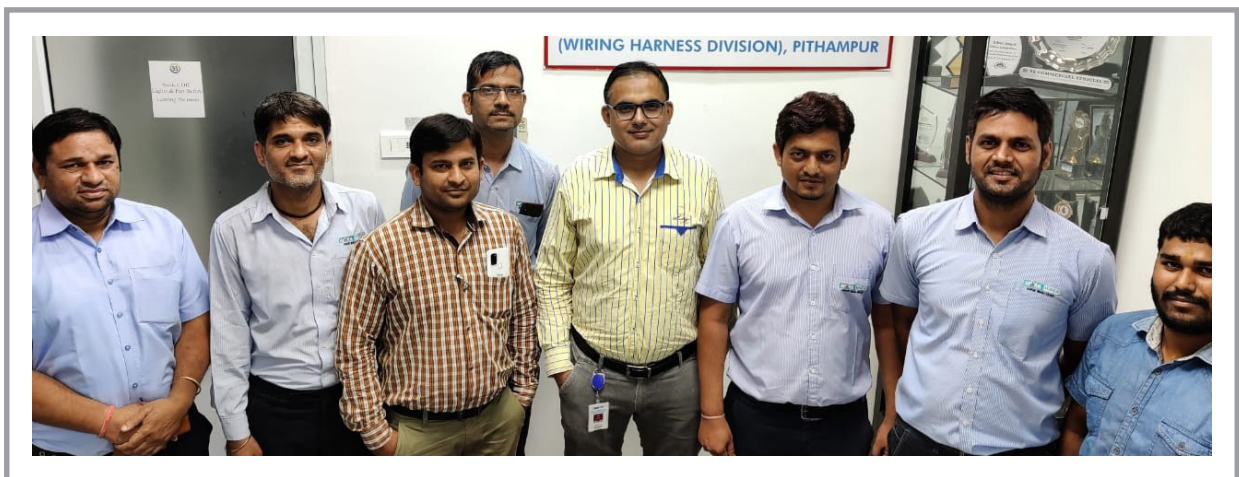
*MSIL Pune*



*MMSL Gurugram*



*MCL-WHD Haridwar*



*MCL-WHD Pithampur*





MCL Pantnagar



MSIL Chennai



MCL-WHD Murbad



MCL-WHD Chennai



MSEPL Greater Noida





**चांदवड :** मुंबई येथील स्पर्क मिंडा फाउंडेशन या सामाजिक संस्थेच्या वतीने राज्यातील दिव्यांग व्यक्तींचा नुकताच पुणे येथे सत्कार करण्यात आला. यात अपंगांना दैनंदिन वापरासाठी आवश्यक असलेल्या साहित्याचे वाटप करण्यात आल्याची माहिती प्रहार संघटनेचे उत्तर महाराष्ट्र संपर्कप्रमुख चंद्रभान गांगुर्डे यांनी दिली. मुंबई येथील स्पर्क मिंडा फाउंडेशन या सामाजिक संस्थेद्वारा दरवर्षी राज्यातील दिव्यांग व्यक्तींच्या मदतीसाठी उत्कृष्ट कामकाज करणाऱ्या व्यक्तींचा सत्कार केला जातो. यावर्षी उत्तर महाराष्ट्रातून प्रहार संघटनेचे उत्तर महाराष्ट्र संपर्कप्रमुख चंद्रभान गांगुर्डे यांची निवडणूक करण्यात येऊन त्यांचा सत्कार करण्यात आला. यावेळी दिव्यांगांना हात ड्रु पाय, सायकल व्हीलचेअर, कुबड्यांचे वाटप करण्यात आले. कार्यक्रमस स्पर्क मिंडा फाउंडेशनचे अध्यक्ष अशोक मि

**पाठशर्मा**

काँग्रेसचा वर्षांपासून दिन सातग करणार - मित्रे पाटील

पान ६

शनिवार २८ डिसेंबर २०१५

बीड जिल्ह्यातील १३८ दिव्यांगाना मोफत कृत्रिम अवयवाचे वाटप

दिव्यांगांच्या चेहऱ्यावर दिसून आले समाधान

देव्यांगाना मोफत कृत्रिम अवयवाय

(1) **विद्यार्थियों के लिए** : विद्यार्थियों के लिए जो  
 कक्षा में बैठे हैं, उन्हें यह सूचित किया जा रहा है कि  
 वे अपने कक्षा में बैठे हुए हैं।  
 (2) **विद्यार्थियों के लिए** : विद्यार्थियों के लिए जो  
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 (3) **विद्यार्थियों के लिए** : विद्यार्थियों के लिए जो  
 कक्षा में बैठे हैं, उन्हें यह सूचित किया जा रहा है कि  
 वे अपने कक्षा में बैठे हुए हैं।









# Partnerships & Collaborations





**SHAHI EXPORTS**



ಸಮರ್ಥನಂ ಅಂಗವಿಕಲರ ಸಂಸ್ಥೆ  
**Samarthanam Trust for the Disabled**



**BHAGWAN MAHAVIR VIKLANG SAHAYATA SAMITI JAIPUR**





# Accolades



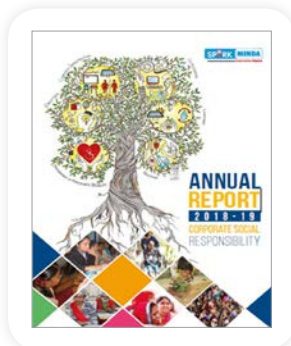




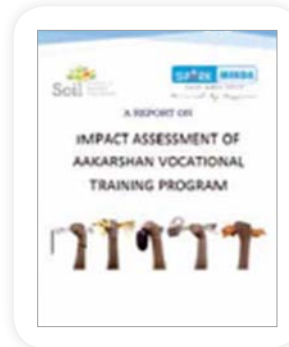
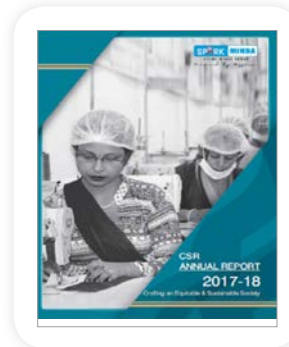
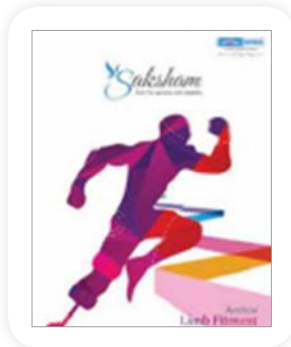


# Reports

## Reports Published in 2019-20



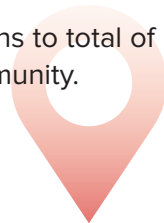
## Reports Till Date



# Milestones.....

In its 6-year history, the foundation has achieved a number of milestones, including:

- ▶ Established Saksham Centre for Empowerment of Persons with Disability in Maharashtra in 2018.
- ▶ Facilitated fitment of 7982 Assistive and Accessible aids to Persons with Disability through camps organized in Indonesia, UP, Vietnam, J&K, Maharashtra & through Saksham Centre.
- ▶ Employment of 357 Person with Disability across the Spark Minda Group
- ▶ Achieved United Nation's commitment by reaching 3024 women and adolescents on Menstrual Hygiene, Family Planning & Reproductive Health in 3 years.
- ▶ Imparted Skill Training to 7439 youth, women and children on various vocational trades for Employment and Entrepreneurship
- ▶ Employment of total 1253 youth trained on various vocational trades
- ▶ Provided on spot job offer to 491 women in export houses across NCR from Industrial Tailoring Trade
- ▶ Donation of units of 4812 blood by employees
- ▶ Established Business Integrated CSR projects under PPP Model at Tihar, Aurangabad, Nagpur and Yerwada Prisons (men and women) of India.
- ▶ Constructed 21 facilities under Community Infrastructure Development for more than 10,000 people.
- ▶ Saved 56.82 lakh pages through paper saving drives.
- ▶ Generated 52.01 lakh KWH Solar Energy.
- ▶ Saved 105.55 lakh KWH Electricity through various measures
- ▶ Recycled 8.52 lakh KL Water
- ▶ Saving through 3R 4564 tons.
- ▶ Planted 19,714 trees with more than 90% survival
- ▶ Benefitted 26,222 People through health check-up and eye care programmes conducted since 2015.
- ▶ Provided accessibility of sanitary napkins to total of 5240 women through Machines installed at Skill Development centers for the community.







## Head- Group CSR



Corporate Social Responsibility is now working along with the power frame provided by the SDG that will help to establish sustainable growth in a holistic manner. The convergence of corporate resources with the knowledge and expertise of CSR is the key in achieving the sustainable development goals. In the last Financial Year, Spark Minda Foundation was helpful in scaling up sustainability through various CSR programmes and was awarded “National CSR Award”.

Spark Minda Foundation has actively participated in supplementing towards the SDGs. Following SDG 4-Quality education we are providing knowledge and skills to youth under our “Aakarshan Skill Development programme”. Providing education and employment we have covered around 7000 people. Our Dual System of Training helps to provide in hand training to youth and is a win-win model for Industry and Academia, supplementing to SDG 9.

Under SDG 10- Reduce Inequalities, Spark Minda Foundation has reached to more than 7000 Persons with Disabilities in different parts of the country under its “Saksham programme”. We are also

running prison projects, supplementing to SDG 16-Peace, justice and strong Institution.

Our “Shakti programme” helps us in reaching out to around 3000 rural women and empowering them by improving their health status. Under the SDG 3 – Good Health and Well Being, health camps and eye camps according to the needs of the community. We are also working on different infrastructure projects that will benefit the community. Keeping SDG 13-Climate action in mind, we are continuously working on planet protection drives like tree plantation, water and energy conservation, waste management and using renewable energy to reduce carbon foot print.

On the behalf of the organization I would like to thank our partners and stakeholders for working with us. We hope to keep up the good work to serve the society because together we can make a difference.

– *Praveen Kumar Karn*









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